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FALL 2008

Trident Warrior
2008

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DECISION SUPERIORITY FOR THE WARFIGHTER

FEATURES

DEPARTMENTS

OUR COVER: Photo Illustration by MC2(SW/AW) Justin L. Ailes. For more information about Trident Warrior '08, see pages 26-28.

EDITOR's NOTE: In the "NCTAMSLANT Sailors & Seabees Renovate Command" story on page 32 (Summer 2008) the individuals pictured were IT1 Dontay Johnson & BUC(SCW) Jason Gant - not Collins and Meeks.

As Director of Fleet Intelligence, my priority is to establish and sustain NETWARCOM's newly assigned mission of optimizing Intelligence readiness across all Navy warfare areas. The Fleet Intelligence Office, under my direction, will work with all other NETWARCOM directorates to deliver synchronized and integrated Intelligence manpower, training and equipment to the Fleet, Naval Component Commanders and the other Navy Type Commanders. I will also assist VADM H. Denby Starling II, NETWARCOM's commander, as the Fleet advocate for all Intelligence, Surveillance and Reconnaissance (ISR) capabilities and ISR readiness. Historically, there has not been a single Type Commander (TYCOM) responsible for the provision of Fleet Intelligence readiness nor a single Fleet voice or advocate for Intelligence, including Signals Intelligence (SIGINT) and ISR. Previous constructs lacked the

Photo Illustration by MC2(SW) Christopher J. Koons

organizational structure and the processes for generating intelligence and ISR coherently across all naval warfare areas.

Today, we face an increasingly complex and dynamic threat environment. The need to provide an adequate assessment of ISR acquisition risk is vitally important. As a result, the Chief of Naval Operations directed significant changes in Naval Intelligence alignment, and the assignment of Fleet Intelligence TYCOM and Fleet ISR advocacy functions to NETWARCOM.

In June 2008, VADM Starling designated me as the Director of Fleet Intelligence (DFI) and established the Fleet Intelligence Office (FIO). The FIO's primary responsibilities are to plan, manage and execute Fleet Intelligence TYCOM functions and responsibilities that optimize intelligence readiness across all Navy warfare areas. Additional Intelligence personnel will be assigned within other NETWARCOM directorates to ensure intelligence activity is fully integrated with all aspects of NETWARCOM's missions.

The alignment of Fleet Intelligence TYCOM functions under NETWARCOM provides the framework and structure to execute two critical functions: first, to lead the delivery of synchronized and integrated intelligence manpower, training and equipment to the Fleet; and second, to serve as the Fleet advocate for all ISR capabilities and readiness.

The assumption of Intelligence TYCOM duties at NETWARCOM provides complementary enabling capabilities and continues the evolutionary maturation of NETWARCOM as an enabler of Intelligence, Information Operations (IO), Space and Networks for the Fleet, other TYCOMs, U.S. Fleet Forces Command and the Fleet Readiness Enterprise (FRE). Realignment of Intelligence functions at NETWARCOM will create synergy by collocating the management infrastructure with the related functions of complementary capabilities of Network Operations, Information Operations and Space.

Further, in keeping with Navy Fleet capabilities under an "Enterprise" structure, this alignment is a logical step in ensuring that Fleet Intelligence is organized and resourced within the Naval NETWAR/FORCEnet Enterprise (NNFE). The Intelligence TYCOM, within NETWARCOM, will work closely with all the other warfare enterprises to achieve the best fleet-wide intelligence readiness at best cost.

The stand-up of centralized Intelligence TYCOM functions at NETWARCOM is being done in a phased approach. An incremental alignment of duties and responsibilities will migrate to the FIO from various commands and organizations that currently work Intelligence TYCOM activities. Movement of current intelligence activities and cells from commands and geographic regions is not anticipated, rather, NETWARCOM intends to build on current structures with realigned and/or refined command relationships and authorities. In the near-term, Intelligence professionals will be integrated into the NETWARCOM HQ staff. Eventually, NETWARCOM will have a mix of military and civilian Intelligence billets. The exact size is still under assessment.

The objective is to empower NETWARCOM to focus on ensuring the Fleet is properly trained and equipped for this mission. The stand-up of Intelligence TYCOM functions within NETWARCOM will facilitate optimized intelligence readiness.

Consolidation of Fleet Intelligence TYCOM responsibilities and functions at NETWARCOM provides more efficient and effective integration of ISR capabilities and intelligence readiness across the FRE, in the Fleet, and at each of the Navy Component Commanders (NCC). Initial Operating Capability (IOC) for the FIO is October 2008, with an estimated Final Operating Capability (FOC) sometime in FY 2010. ⌨

Naval NETWAR FORCEnet Enterprise

NNFE VISION

Why the Navy adopted Enterprise Business Models

By Adam Clevenger, NETWARCOM Staff
Photo Illustration by Ken Collins

At one time or another, we've all heard opinions stating that the Navy is very much like a large company or corporation. Some people would even argue that the Navy is much like a modern day conglomerate. While the Navy is, and always will be a military and war fighting organization, there are many aspects of today's Navy that closely resemble modern day, large scale business.

Similar to how companies are responsible for producing profit for share holders, the Navy is responsible for providing defense to our nation. To be more efficient and effective in providing the readiness for combat, the Navy has adopted many business practices to improve performance and accountability. It's not that we want to turn the Navy into a business, but we do want to know and understand the business of the Navy -- along with "how" to be more efficient and effective with its resources (dollars, people and material).

Additionally, in the same way that conglomerates are global, multi-industry corporations coordinating resources among diverse companies within their portfolio; the Navy is also a global, diverse, with multi-warfare organization with taskings and interests spanning the domains of outer space, cyberspace, air, sea, and land components. As such, the Navy must be able to coordinate resources in pursuing this very diverse and global focus, along with meeting goals and objectives for delivering "ready for tasking" forces.

Business conglomerates have organized themselves using enterprise business models for decades to leverage resources, achieve goals and objectives in delivering products, and to produce increased profit. Similarly, the Navy has adopted an enterprise business model to leverage resources and achieve war fighting goals and objectives, while doing it at a reduced cost.

At the highest organizational level within a conglomerate is the Chief Executive Officer (CEO), Chief Operating Officer (COO), and Chief Financial Officer (CFO). The Navy has organized using this same construct within each of its own Warfare Enterprises.

Currently, there are five subordinate Warfare Enterprises in the Navy directed by a conglomerate called the Fleet Readiness Enterprise (FRE). The FRE is directed at the highest levels by the Navy Enterprise (NE). The five subordinate enterprises are organized based on warfare areas. They are:

- The Naval Air Enterprise (NAE)
- The Surface Warfare Enterprise (SWE)
- The Under Sea Enterprise (USE)
- The Naval Expeditionary Combat Enterprise (NECE) and
- The Naval Network Warfare/FORCEnet Enterprise (NNFE)

Each of these Enterprises have their own CEO, COO, and CFO, charged with meeting goals and objectives within their domain. Further, readiness metrics have been established for measuring the performance of each Warfare Enterprise. Each enterprise is evolving and will certainly change over time to better meet requirements, but through a process which utilizes metrics that provide better insight into the effects of readiness and having it focused on cost.

The NNFE is a unique Enterprise composed of three separate organizations. These organizations are:

- Naval Network Warfare Command – Located in Norfolk, VA, on Naval Amphibious Base Little Creek. NETWARCOM's mission is to 'create warfighting and business options for the Fleet to fight and win in the information age; to deliver and operate a reliable, secure and battle-ready global network; and to lead the development,

integration and execution of Information Operations effect for the Fleet.' VADM H. Denby Starling II, NETWARCOM commander, serves as the NNFE CEO.

- The Deputy Chief of Naval Operations (OPNAV - DCNO) for Communication Networks (N6) – Located in Washington, DC, in the Pentagon, OPNAV N6's mission is to 'centralize coordination of net-centric policy, planning, governance, requirements integration and investment direction to provide a competitive information advantage to combat-ready Navy forces.' VADM Harry Harris, OPNAV N6, functions as the NNFE CFO. Harris also serves as the Navy's Deputy Chief Information Officer (DCIO).

- Space and Naval Warfare Systems Command (SPAWAR) – Located in San Diego, CA, SPAWAR's mission is to 'deliver FORCEnet: Invent, acquire, develop, deliver and support integrated and interoperable C4ISR, business IT and space capabilities in the interest of national defense.' RADM Mike Bachmann, SPAWAR commander, serves as the NNFE COO.

Together, these organizations, along with many others, form the NNFE. The NNFE's mission is to 'lead the execution of FORCEnet and optimize the employment of Information Operations (IO) and Space Capabilities. NNFE exists to develop, deliver and sustain end-to-end Doctrine, Organization, Training, Material, Leadership, Personnel and Facilities (DOTMLPF) capabilities for secure, interoperable, and integrated sensors, weapons and networks to Naval Forces across the range of warfighting.'

There are other unique things worth mentioning about the NNFE. The NNFE is the Enterprise responsible for implementing FORCEnet. The NAE, SWE, USE, NECE, and NNFE are all users of FORCEnet. That is, each Enterprise depends on the NNFE implementing FORCEnet to meet their Warfare Enterprise goals and objectives.

While FORCEnet is primarily focused on warfighting readiness and capabilities, it will certainly influence the entire Naval Enterprise with the implementation of the Maritime Headquarters with Maritime Operating Centers (MHQ w/MOC) as the instantiation and realization of FORCEnet.

The MHQ w/MOC is a new method of Naval command and control that is expected to deliver all 15 FORCEnet capabilities to the entire Naval Enterprise.

FORCEnet is the concept, NNFE is the Enterprise expected to deliver FORCEnet's 15 capabilities, and MHQ w/MOC is the method in which they will be delivered to the entire Naval Enterprise.

NCDOC garners Network Defense Accreditation Milestone

By Darlene Goodwin

NORFOLK, VA – The Navy Cyber Defense Operations Command became the first Computer Network Defense Service Provider in the Department of Defense to be recognized with a top-level accreditation, awarded by the U.S. Strategic Command, July 1.

An Accreditation Level Three on the CNDSP Certification and Accreditation (C&A) Program reflects exemplary performance on criteria relating to the protection of computer networks, detection and response to incidents, and sustainment of network operations, according to the Defense Information Systems Agency.

ITCS(SW) John Kelly, DISA CNDSP program manager and inspection lead, said his team found NCDOC's performance to be outstanding in all categories.

"Our inspection team was thoroughly impressed by NCDOC's Computer Network Defense posture and their provision of services enterprise wide," Kelly said. "The command demonstrated the most efficient CND operation ever evaluated (under this program)."

NCDOC Commanding Officer, CAPT Roy Petty, believes the achievement reflects the intensity of his staff's dedication to their network defense mission, coupled with their steadfast commitment to excellence.

"Our job twenty-four seven is to secure and defend Navy networks worldwide against a persistent and adaptive threat," Petty said. "This endorsement is extremely rewarding and recognizes our deliberate efforts to build real capabilities, real knowledge, and real processes. In earning this unprecedented level of certification, NCDOC has clearly set the bar for other DoD organizations

and has once again confirmed the Navy's primacy in the cyber realm."

Since 2003, all DoD network defense providers have been required to complete the CNDSP C&A inspection every three years. DISA inspectors perform the evaluation and make a recommendation as to the certification level. The final accreditation determination is made by STRATCOM.

NCDOC was established in January 2006, after performing similar functions as the Navy Computer Incident Response Team since 1996. The command is responsible for around-the-clock protection of the Navy's computer networks, with

more than 700,000 users worldwide.

Petty encourages highly motivated cyberwarrior Sailors to consider a tour of duty at his command.

"NCDOC is a great place for cryptologic technicians and information systems technicians looking to operate in a global environment on the cutting edge of cyber warfare," he said. "Our Sailors defend our networks against unauthorized intrusions every day, providing a critical capability to our warfighters."

For more information on NCDOC, visit https://www.ncdoc.navy.mil.

Photos by MC1(SW/AW) Corey T. Lewis

NCDOC releases On-line Compliance Reporting System

By LT Shalalia Wesley, NCDOC

Navy Cyber Defense Operations Command is proud to announce the release of Online Compliance Reporting System version 3.0. OCRS began as a small, Microsoft Access based application that has gradually evolved into the Navy's single source for compliance reporting, tracking and review. Within the last 2 years, OCRS has been migrated to a Microsoft Structured Query Language server back end and received several facelifts and modifications to make it more useful for the customer.

"The feedback we received is very encouraging," said Dan Mueller, NCDOC's Capabilities and Development manager. "As a result, we have continued to add new capabilities. Some of the best ideas are submitted by users who are looking for a better way to help them in their daily jobs. If it's not useful, we've wasted our time and -- more importantly, the Fleet's."

"I think it's outstanding," said ITC James Snyder, COMNAVSURFOR.

"As a member of a Type Commander's staff, I can get any information on my unit's Internet Related Technologies compliance or contact information. It's more user friendly than the old site and I can pull a delinquent status much easier. It's a big step in the right direction for OCRS."

The new and improved application offers an upgraded look and feel and takes advantage of current technology to create a faster product. It gives NCDOC, TYCOMs, and program managers the visibility into the Program of Record compliance down to the unit level. Conversely, it gives units visibility into the progress a program office is making with patch development and testing.

NCDOC now has the ability to perform Trending Analysis of the vulnerability compliance information, working toward a time when there can be quick and efficient correlation of compliance reporting with incidents that have occurred, or may occur, on Navy networks. This release is one step in a series that will transform OCRS into a proficient, easy to use tool that gives users an accurate compliance view at all levels in the Navy.

"Wow, have I been waiting for this," said Alan Deyoe, COMNECC Force IA manager. "This will cut back on the amount of time required to hit multiple keys, and enable users to retrieve quick snapshots of all subordinates."

Devoe has spent some time going through it, and so far, no problems. "I appreciate the efforts that went into these changes," he remarked. "Keep up the good work!"

EDITOR'S NOTE: OCRS is used to track Navy Compliance Status and provide updated status to various entities like the TYCOM/Battle Group Commanders and local units. It also reports to the DoD's Vulnerability Management System (VMS). This allows NCDOC to consolidate and track reporting for the Navy. There are other benefits for this type of data storage, like trends and analysis and metrics to support the Navy's IAVM program and help the DAA in measuring a network's level of risk to the Global Information Grid.

TNOSC Opens Doors to Customer Service Desk

Official U.S. Navy Photo

(Second from the left) RADM Charles J. Leidig Jr., director, Naval Forces Europe/Sixth Fleet Plans and Operations takes the lead in the ribbon cutting ceremony opening the new OCONUS Navy Enterprise Network (ONE-NET) Europe Service Desk at Naval Computer and Telecommunications Station Naples.

Also taking part in the ceremony was NCTS Commanding Officer CDR Gene Costello, center, CE2 (SCW) Heidi Gifford, far left, Sandra Webb, contractor with Computer Sciences Corporation, and CE2 (SCW) Frederick Simpson (right).

NCTS Naples assumed the role as Theater Network Operations and Security Center Europe, responsible for the administration and management of the other remote European Local Network Operations and Security centers which encompass ONE-NET.

ONE-NET Europe provides IP services in the Naples area for Agnano, Gricignano, Gaeta, and Capodichino, as well as Rota, Spain; Sigonella, Italy; Souda Bay, Greece; and Lisbon, Portugal. The ONE-NET Europe Service Desk will provide customer support to the entire ONE-NET European Theater. The new TNOSC Service Desk will provide support to more than 7500 users throughout Europe.

TRAINING THE FORCE FOR COMPUTER NETWORK OPERATIONS

By CWO2 Mark Hurst & CTNCS Matthew Ansell

To deliver a complete end-to-end Computer Network Operations capability, from target development, to weapons delivery, and protection of critical infrastructure, we must include the right mix of linguists, analysts, intelligence officers, and unrestricted line officers. However, together, the enlisted Cryptologic Technician Networks rating and Information Warfare Officers form the backbone of the Navy's CNO workforce. Recent initiatives have focused on developing these two communities.

The initial cadre of CTNs was assessed from conversions of active duty Sailors in other ratings, each with a different background in information technology, intelligence collection, and analysis.

Current training plans reflect the growth of the rating and are designed in three phases that include Basic, Intermediate, and Advanced Digital Network Analysis courses (BDNA, IDNA, ADNA). In the current construct, each course is presented at a specific phase in a Sailor's career, preparing them for apprentice, journeyman, and master level jobs. Still, each course is short when compared to equivalent civilian occupations that often require advanced degrees.

For the past year, new CTN recruits have graduated from boot camp, CTN "A" school and BDNA eager to succeed, but not truly prepared. In recognition of this shortfall, each command has developed individual programs to provide CTNs with additional foundational training – a process that is inefficient, expensive and time consuming. With no clear standard across the community, changes in the training pipeline are clearly needed - and are well underway.

At the November, 2007 DNA Series Cryptologic Advisory Training Group forum, a joint service and civilian panel made significant revisions to BDNA training standards to deliver a stronger CNO foundation to service members and civilian students. The new course will grow from 7 weeks to approximately 23 weeks in length, and the pilot class is scheduled to convene September 8. Once course development is complete, CTN "A" School can be re-evaluated and changes to IDNA and ADNA can be considered. The ultimate goal is to train all current and future CTNs to a common standard.

So far, Navy has utilized BDNA as the technical portion of CTN "A" school. However, this is not in keeping with Navy's traditional training construct. Historically, Navy builds foundational competency in "A" schools and job-specific skill in "C" schools. In support of this effort Navy has canvassed its entire CNO Workforce to identify all CNO related jobs and is now partnering with US Strategic Command, NSA, and the other services to build tailored training for each job. Navy's goal is to utilize these new courses to establish traditional CNO related "C" schools for all CNO ratings (CTN/CTR/CTI/IS).

Future training for IW Officers will require a similar initiative. The current course that Navy relies on is the Joint Network Attack Course, held at CID Pensacola, FL. However, in the near future, separating the technical attack portion from the planning portion will provide more focused training for officers, consistent with their actual assignment. Navy 1610s would also benefit from the Joint Operation Planning Process – formerly Joint Operation Planning and Execution System – earlier in their career, probably as a mid-grade lieutenant. Due to current capacity limitations, NNWC staff will push for development of a Navy JOPP course for all Information Officers.

For now, most CNO officers and Sailors learn by doing. A fundamental tenet of leadership is to equip your people with the tools they need to succeed. That commitment makes CNO education and training a top priority.

Navy's Developing CNO Workforce

	Years							
	20	CNO PLANNER						
	18	Joint Network Attack Course						
Master Level	16	**Experts in multiple tracks progress as CNO Planner**						
	6				ONE-Net Planner		ION Trainer	
					???			
Journeyman Level	4	Forensics Analyst	DN Analyst	CND Analyst			ION Operator (RED)	TAO
	2						Red Tm Trng	Sect 2/3
								Section 0/1
Apprentice Level	0	???	???	???			Basic Op (RED)	Dedicated Operator
	2	Enter specialized track for 3-6 years – Rotate between tracks						
	0	REVISED BDNA + CTN "A" School						

—— United States Fleet Forces —————— Operational Readiness, Effectiveness, Primacy ——

Navy launching Pride & Professionalism Courses

By Susan Lawson, Center for Personal & Professional Development PA

PENSACOLA, FL -- "A" school students from the Naval Air Technical Training Center -- 24 in all -- recently participated in a pilot program for the Navy's Pride and Professionalism (NPP) course.

The Navy's Center for Personal and Professional Development (CPPD) coordinated the event, conducted at the air training center aboard Naval Air Station Pensacola. Several members of the NPP course design team, as well as ISTCM(SW/AW) Johnny Stewart, a CPPD instructor, who will teach the new course this fall, joined the CPPD's staff.

"It was one of the highlights of my career to be able to sit down and help produce training of this importance," said Stewart. "I really believe this training will have an impact on the Navy long after I have retired. Being able to provide deck plate input based on my experiences with Sailors was awesome.

"I am very familiar with the challenges faced by shipboard leadership when it comes to providing training, which can come across as 'check in the box' training. That is not the case with the newly-designed NPP course."

NPP is comprised of 10 modules and consists of introductory topics, intended to develop Sailors' awareness of Navy rules and regulations. The modules include: the Navy Core Values; decision-making; communication and conflict management; mentoring; diversity; equal opportunity; violent crime and suicide awareness; courtesy and military etiquette; uniform wear; and Navy family care and planning.

NPP will introduce a mandatory course for all Sailors checking into a new command. Command training team instructors will be mandated by Chief of Naval Operations Instruction (OPNAVINST) 5354.1F to teach NPP to all Sailors, E-1 and above, both enlisted and officers.

The two-day course is an augmented version of the former Navy Rights and Responsibilities (NRR) course, which addressed basic Navy equal opportunity principles, policies and procedures for all Sailors.

"This course places an emphasis on decision-making that the NRR course did not," explained Stewart. "Among the themes that enhance good decision-making skills for Sailors is the responsibility of shipmates protecting shipmates.

"Providing Sailors with scenario-based lessons helps them participate in the learning process. They can work together with the instructor to get a better idea of the choices they will need to make when they are aboard ship and traveling in other countries."

The existing NRR course covers equal opportunity, naval citizenship, core values, standard organization and regulations of the U.S. Navy, Uniform Code of Military Justice, the pregnancy policy, diversity, fraternization, sexual harassment, grievance and redress procedures, the equal opportunity manual and various case study applications. NPP incorporates most of the previous topics and also adds new material Sailors will need in their toolboxes.

"It has been my experience that many of the more senior Sailors tend to fall behind in the NRR area as the years go by," said Stewart. "I would strongly encourage all leaders, especially chief petty officers, to attend the NPP classes at their earliest convenience, so they can see the new tools with which Sailors will be equipped.

"Since returning from the pilot course, I have told everyone the NPP training will definitely not be a check-in-the box training. This is good stuff that I believe the Sailors not only need to know, but they want to know."

New CPO Evaluation takes effect

By MCCS(SW/AW) Bill Houlihan, MCPON PA and MC1(SW/AW) Corey T. Lewis, NETWARCOM PA

WASHINGTON, DC -- A new E7-E9 Evaluation and Counseling record (CHIEFEVAL), was implemented with the September 15 chief petty officer and senior chief petty officer evaluation cycles, as directed by VADM Mark E. Ferguson via NAVADMIN (176/08) June 27.

For the past decade chiefs, senior chiefs and master chiefs have been evaluated on a fitness report (FITREP) form identical to that used by the officer community. The new CHIEFEVAL clearly separates the two, incorporating the guiding principles as the performance traits.

"The new CPO evaluation aligns chiefs to our Mission, Vision and Guiding Principles that were forged by the MCPON Leadership Mess more than 18 months ago," said Gordon Brightbill, NETWARCOM command master chief. "What we were doing as CPOs before then is no different than what is expected of us today -- yet the new evaluation is more an alignment to capture what we are all about as deck plate leaders, providing a combination of technical expertise and applied leadership and managing to train, guide and lead young Sailors rising through the ranks behind us."

Since their introduction to the fleet in September 2006, the guiding principles have been included in chiefs' mess training, chief selectee training, selection board precepts for E7-E9, the command master chief instruction and the Senior Enlisted Academy curriculum.

The guiding principles – deck plate leadership, institutional and technical expertise, professionalism, loyalty, character, active communication

and a sense of heritage -- replace the previous performance traits. These included professional expertise, command or organizational climate/ equal opportunity, military bearing/ character, teamwork, mission accomplishment and initiative, leadership and tactical performance.

According to ITC Joe Simmons, NETWARCOM's Master-At Arms, a major change is the Performance Trait block headings. "On a FITREP the first trait block you saw was 'Professional Expertise', however on the new CHIEFEVAL it is ' Deck Plate Leadership'," said Simmons. "I don't think it could start off with a better trait when it comes to a chief. Then as you read down the page you will notice that the traits listed are the things that sum up being a chief."

Once the CHIEFEVAL was deemed ready for fleet testing, it was sent to command master chiefs aboard every type of Navy vessel and to commands in every theater. Their feedback was forwarded to NPC to work out user-discovered issues.

"I think the new eval will benefit the fleet in the fact that chiefs will finally be getting evaluated on what they are actually doing, vice trying to fit what a chief does into an officer's FITREP," said Simmons.

Training within the CPO community has been ongoing for several months, and MCPON(SW/ FMF) Joe R. Campa Jr. has stressed that it must continue up to and after September 15.

"Nothing is more important than ensuring every chief and every commanding officer across our Navy is fully up to speed on the CHIEFEVAL. We can't leave anyone behind in terms of how to use the form and what's expected of our mess," said Campa.

The CHIEFEVAL is available for download from the NPC Web site, www.npc.navy.mil. Personnel downloading the form will also have access to a user reference guide. COMNAVPERSCOM (PERS-311) customer service is available to provide clarification at (901) 874-3313/4881/DSN prefix 882.

Navy COOL Web site adds New 'Reverse' Search Capability

By Gary Nichols, CID Public Affairs

PENSACOLA, FL -- Navy Credentialing Opportunities On-Line (COOL) updated its Web site in July to include three new "reverse" search capabilities.

When Sailors visit the Navy COOL Web site, they have the ability to look up their ratings, jobs or occupations and to search for civilian jobs equivalent to their own as well. In addition, they can view occupational certifications, which are closely aligned to their ratings.

"This new capability is a significant resource for the Navy's recruiting mission," said Navy COOL program manager Keith Boring at the Center for Information Dominance Corry Station. "Navy recruiters can now show applicants and Delayed Entry Program (DEP) personnel how the Navy can fulfill their career desires."

Now, Sailors and prospective Sailors will be able to perform a reverse search where they can look up a civilian career area or certification and find what the Navy has to offer.

Naval Air Station Pensacola's LCPO, MAC(SW/AW) Reginald Jones is now a stalwart Navy COOL "convert."

Jones admits that when the program was first launched two years ago, he didn't think much of what it had to offer. That is, until he went to the Navy COOL Web site in search of his own certification.

Now a Certified Anti-Terrorism Specialist (CAS) through the Anti-Terrorism Accreditation Board (ATAB), Jones is working on a certification in homeland security though the American Board for Certification in Homeland Security (ABCHS).

"It's an outstanding tool for my security force personnel because it makes them better Masters-at-Arms," said Jones. "I wish they had the search tool when I first went into the Navy."

The main search page is accessed by simply clicking on the "Search for Credentials" button on the left side of the screen.

The three new search categories near the bottom of the page include the civilian career area, credential name and credential agency.

Search by Civilian Career Area: If a user searches for a specific civilian job title, equivalent Navy ratings

IT1(SW) Dave Doughty, an instructor at CID Corry Station, checks out the "reverse approach" capability on the Navy COOL web site. (Photo by Gary Nichols)

are listed. A clickable link will lead back to available certifications and equivalent civilian occupations.

Search by Civilian Certification: If a user searches for a specific credential or occupation, a clickable link will lead back to the Navy ratings that qualify the user for that certification.

Search by Agency Certification: If a user searches for an agency, clickable links for specific credentials will lead back to the Navy ratings that qualify the user for those certifications.

These searches were developed at the request of active duty, Reserve and civilian users. These new searches can play a significant role in identifying career areas the Navy can offer to Navy applicants as well as a quick means to see if a particular certification or license is offered on Navy COOL.

One of those Sailors who had input on the new search capabilities was NCCM Mark Lashuay, senior enlisted leader at the Navy Orientation Recruiting Unit on board NAS Pensacola.

"Navy COOL is a great tool for recruiters and future Navy Sailors," Lashuay said. "It's also a great career development tool."

NAS Pensacola's LPO MA1(FMF) Jason Taylor added that Navy COOL has been a great advancement tool for him and other masters-at-arms in his department.

"Navy COOL can be used for those Sailors who have been in, but do not have time for college," said Taylor. "It is something they can put in their tool box to advance."

"Sailors can use Navy COOL to quickly find credentials of interest to them and what ratings they apply to," Boring said. "Senior enlisted personnel can also use Navy COOL to help advise junior personnel in their career options and help those Sailors who are interested and eligible for in rate conversions."

Most importantly, Navy COOL allows Sailors to quickly identify what certifications or licenses are offered to them and which ratings qualify for private or corporate industry-recognized certifications and licenses. Additionally, the Web site provides a snapshot of what's available for those Sailors already in the Navy and those thinking about joining the Navy.

This can also be helpful for Sailors looking to change ratings due to overmanned ratings or slow advancement trends. Sailors can identify their interests in careers or certifications to find the best fit for them when selecting another rating.

"Navy COOL provides great career opportunities for Sailors and will continue to evolve to meet the needs of Sailors now and in the future," Boring added.

Navy COOL is part of the enlisted learning and development strategy. It is an umbrella under which are the learning and development programs enlisted Sailors need access to for a successful career.

"This is a perfect example of the Navy taking care of its own," Taylor concluded.

To learn more about Navy COOL, visit: https://www.cool.navy.mil.

DIRECTOR'S TROPHY

NIOC Georgia receives 2007 Director's Trophy Award

By MC2(SW/AW) Justin L. Ailes

Navy Information Operations Command Georgia was awarded the Director's Trophy during a ceremony held in July at the National Security Agency, Fort George G. Meade, MD.

Sponsored by the Director, National Security Agency, the award is presented annually to the Navy Information Operations Command that best demonstrates excellence in its signals intelligence mission.

CTICS(SS/AW/NAC) David W. Gutierrez, a leading chief petty officer at NIOC Georgia, said the Director's Trophy signifies cryptologic excellence at the highest level. "To earn this honor, a command has to be hitting on all cylinders," Gutierrez said. "First and foremost is the

leadership of our members. From LPO to captain, that leadership must be traditional and firm, as standards must be met; it must be at the deckplate level to positively influence even our most junior Sailors; and it must be honest and sincere. This ensures the operational mission is done well. When you take care of your Sailors, they in turn take care of the mission."

NIOC Georgia was officially commissioned as Naval Security Group Activity Fort Gordon (NSGAFG) November 1, 1995 as a tenant command of the Army Signal Center at Fort Gordon, Augusta, Georgia. NSGAFG's command strength began at approximately 50 members. The staff has steadily grown to its current level of more than 1,000, with a projected

increase to 1,400.

Sailors from the command serve at Fort Gordon, as well as in direct support roles throughout the world. This is the second year in a row their efforts have been recognized with the NSA Director's Trophy.

NIOC Georgia's former commanding officer, CAPT Sean Filipowski, in speaking with his staff, called the award a career highlight. "Winning the prestigious Director's Trophy two years in a row was truly an incredible feat," he said. "Time and again I have watched, and admired, as you took advantage of the many opportunities this command has been given and rose to greatness in every instance. Your steadfast leadership and incredible operational/technical savvy will never be forgotten.

Exchange Program provides more than Opportunity

Royal Navy Officer traces genealogy back to War of 1812

By George D. Bieber

Opportunity. It's a word that is often brought up in conversation or even in a commercial on television; but the word takes on a special meaning when it relates to someone's career. For Lt. Cdr. Paul Metcalfe, a Principal Warfare Officer for the Royal Navy, a unique opportunity presented itself at the Naval Network Warfare Command.

Metcalfe is a Personnel Exchange Program (PEP) officer -- fully integrated into the U.S. military and with the full authority of his U.S. equivalents. PEP officers work for their host country and not their own nation. So, at the moment, Metcalfe's Commander in Chief is the President of the United States.

"I receive no direct tasking from the Royal Navy," Metcalfe said, "although it is obviously in my best interest to know and understand the Royal Navy's position on events and interests -- as I am just one of 128 Sailors who represent the Royal Navy in the United States."

The 48-year-old officer began his career in May 1979 when he "passed out" (a British term for finishing officer training) from Britannia Royal Naval College after one term. He then went to Bradford University, Yorkshire, for 3 years graduating in 1982 with an Honors degree in Business Studies. The Metcalfe family has resided in Virginia Beach, VA for the past year and a half, and look forward to another 18 months remaining on this tour of duty.

This is Metcalfe's third voluntary foreign posting. He also served in the United Kingdom Dependent territories in the Caribbean, and then in Antigua. A husband and father of three girls, Metcalfe is enthusiastic about serving in a foreign land. And, he highly recommends the opportunity to other British and American Sailors.

"If you are interested and think you have the slightest chance to participate in the PEP, go for it.

There are many hurdles to overcome in moving a family, setting up new schools and leaving close relations behind, but after the initial exhaustion of everything, many do not wish to go home," he added.

In his role at NETWARCOM, Metcalfe serves as the Head of Concept Development and Experimentation (N91). Additionally, he works with NETWARCOM's Requirements directorate, Naval Warfare Development Command and the numbered fleets to ensure that out-year experimentation plans are targeting relevant and high priority requirements and capability gaps. He also manages the initial planning phase of the annual Trident Warrior project, ensuring FORCEnet experimentation is vetted and competes for Sea Trial dollars.

In England, Metcalfe previously served the Royal Navy at its Fleet Headquarters in Portsmouth, handling Performance Measurements and reviewing how to measure operational capabilities. He created the RN Mission Task Lists (MTLs) as a tool for commanders that identifies essential tasks with appropriate conditions and performance standards to assure successful mission accomplishment.

Prior to coming to the U.S., Metcalfe was sorting items for the move, when he stumbled upon a family heirloom. Inside a box that was to be thrown away, he found a Naval General Service Medal with Queen Victoria's likeness struck on it. The medal bar read "The Potomac 17 Aug 1814." However, the actual date stamped on the medal was 1848 -- this sparked his curiosity.

"Records show that five to six generations back on my mother's side of the family, there was an Ordinary Seaman James Simmons aboard the HMS Seahorse," stated Metcalfe. "I gathered this and much more information on Simmons from the Admiralty Library in Portsmouth, England. Initially it took them just 10 minutes to identify the rank and which warship, the HMS Seahorse, Simmons was on. The curators spent the next two weeks locating the ship's logs and ledgers for me."

Upon compiling this newly discovered information, Metcalfe and

HMS Seahorse *circa* 1814

his family left England for the U.S. Shortly after his arrival, he began organizing a briefing about his distant relative and the medal to present at his daughter's school.

"What captured my eye more than anything else was the fact the Simmons was on a ship during the War of 1812," he said.

The information he had compiled traced the HMS Seahorse's voyage from England in June 1814 to first capturing an American-made ship flying Dutch colors enroute to Halifax, now a part of Canada, in July. After detaining the ship the HMS Seahorse journeyed south along the coast to Washington, DC, in August.

The ship, along with several others, took 8-10 days to sail up the Potomac River, a feat which had never occurred to this point, due to the shallow river. Upon reaching Fort Washington on August 27, the HMS Seahorse joined others in bombing the fort until a large explosion caused the Americans to flee the area. On August 28, according to the ledgers, a shore party left the ship for the fort and a flag of truce was flown over Alexandria. It was agreed upon not to burn the city.

"It seems a bit awkward talking about all of this in an American schoolhouse," related Metcalfe, "but it is after all, history." He went on to explain other details about the voyage, from the execution of two deserters near Baltimore, to the ship's journey to support British troops in Pensacola, FL and New Orleans.

"According to the ship's log, the British garrison in Pensacola greeted the HMS Seahorse with a 13-gun salute on October 30 and served as a brief respite prior to the last leg of their journey," said Metcalfe.

Personal information on Simmons, such as the fact that he did not chew tobacco, probably was not married nor had any children … and the fact that he volunteered and was not press ganged (another British term for drafted) into service were additional details that captured Metcalfe's eye. "The ledgers did state that he owed

Lt. Cdr. Paul Metcalfe

money to the tailor and surgeon as well," he remarked, "something which military personnel throughout the world answer to even today."

When he's not working at NETWARCOM or giving briefs on his mother's great-great-great-great-great grandfather to students or an interested group, Metcalfe can be found cycling around the area. A self-described 'keen/fun' cyclist, Metcalfe recently completed the 150-mile long "Ocean to Bay Ride" along the Eastern Shore for Multiple Sclerosis, raising more than $1700. He completed the first 75 miles in

five hours, 15 minutes on the first day and the remaining 75 miles with a group on the second.

"Yes, I stay busy," he said with a smile, "but that's what makes life interesting. I'd be willing to bet, not too many folks know that the Royal Navy during Simmons' time, not only navigated latitude and longitude but they also gave a range and bearing to prominent landmarks."

The ship's log on approach to the Chesapeake Bay used the landmark of Cape Henry. "It seems a bit ironic that I gave my first presentation on Simmons at my youngest daughter's school -- Cape Henry Collegiate School," Metcalfe added.

It would seem the 'circle of life' is a now just a bit more complete for Metcalfe and his family. They are happy to live in a time when their journey in America could be enjoyed from an allied, not an enemy, perspective.

EDITOR'S NOTE: *For more information about PEP, enlisted members can visit: http://www.npc.navy.mil/ Enlisted/ShoreSpecialPrograms/ NATO+PEP+Joint+Placement. Officers can go to: http://www.npc. navy.mil/Officer/Expeditionary_ Warfare/ForeignArea/ Personnel+Exchange+Program+ (PEP). Either group can also visit: www.royal-navy.mod.uk.*

Directly underneath the Naval General Service Medal appears Ordinary Seaman James Simmons' name in the ship's log.

VICE ADMIRAL RICHARD W. MAYO AWARD

Gann receives award for leadership

By MC2(SW) Christopher J. Koons

LT Michael D. Gann, former communications officer aboard USS Peleliu (LHA-5), was recently selected as the 2007 recipient of the VADM Richard W. Mayo Award for Inspirational Leadership.

The award is presented on an annual basis to recognize the Information Professional officer (lieutenant commander and below) who has exhibited exceptional leadership and made the most significant contribution to the fields of Command, Control, Communications, Computers, Collaboration and Intelligence (C5I) within the Navy.

Gann will receive the award at the Information Professional Senior Leadership Conference in October at Naval Amphibious Little Creek in Norfolk, VA. He is currently on temporary assigned duty at Naval Computer and Telecommunications Station San Diego.

"I never imagined this in a million years," Gann remarked. "I kind of walked around in a daze for several days waiting for it to sink in. Although I was extremely flattered and honored to have been selected, I also felt guilty to some extent. There are grunts out there on the front lines doing the fighting and dying. My small contribution was merely to support them the best that I could."

Gann, a native of Thompsonville, IL, was selected for the VADM Mayo Award for his service with the International Security Assistance Force (ISAF) in Kabul, Afghanistan from August 2007 to August 2008. During his time there, he was responsible for the operation and maintenance of all theater NATO communication systems. Gann personally supervised and planned CIS support to several joint combat operations between ISAF and the Afghan national army. He also led multiple reconnaissance operations to determine CIS requirements and helped formulate mission solutions.

For Gann, the most challenging part of his job in Afghanistan was helping to break down the barriers of communication that exist between the different allies and armed services.

"Language and cultural barriers exist not only between Americans and Europeans, but between the services as well," said Gann. "But overall, it was an enriching experience working with the different nations and services and it was also fun representing the U.S. Navy and Limited Duty Officer community to them."

Gann, 44, credits several of his Navy colleagues with giving him the support and encouragement to succeed.

"CDR Jim Darenkamp and LCDR Jay Gulley, whom I served with on Peleliu, looked after my family during the fires in San Diego in 2007 while I was in Afghanistan," said Gann. "It was an honor to work with them and they taught me very much about being an effective LDO.

Additionally, while they were extremely busy preparing for one of Peleliu's deployments, they took the time to put me in for this award."

Gann also thanked those who helped him succeed in his job once he got to Afghanistan. "LCDR Mike Luther worked with me for the first three months of my IA tour," he said. "Working in a joint NATO environment is totally different than working in the regular Navy. Mike is the one who took the time to teach me the job and show me the ropes. He was truly an inspiration while I was deployed and I did nothing more than execute what he taught me."

Official U.S. Navy Photo

LT Michael D. Gann

Photo Illustration by MC2(SW/AW) Justin L. Ailes

NETWARCOM stands up Readiness & Training Directorate

From NETWARCOM PA

The Naval NETWAR/FORCEnet Enterprise was formed in 2005 to ensure the NETWARCOM/FORCEnet community remains smartly focused on cost-wise, relevant issues that are aligned with a single vision. One of the key ways to stay engaged on this is to concentrate on current readiness.

In fulfilling this requirement, NETWARCOM established the Readiness and Training Directorate, headed by CAPT Mike Maliniak. The Readiness and Training Directorate is responsible for ensuring the Navy's C4I manpower, training and equipment readiness are maintained at a level to meet the needs of the warfighter.

ASSESSING CURRENT READINESS

The Information Technology Readiness Review (ITRR) was one of the initial tools developed as an all-encompassing first look at our afloat C4I current readiness. It was established in July 2007, as a finite process improvement effort to take a fresh look at the current readiness of shipboard IT-21 C4I systems, and at the performance of new procurement shipboard C4I systems that are being fielded. It originated within Space and Naval Warfare Systems Command and has now migrated to be led by the C4I Type Commander, Naval Network Warfare Command.

The need for the IT Readiness Review was identified by RDML Mike Bachmann, Commander, SPAWAR Systems Command and Mr. Jeff Klein, SPAWAR Readiness and Logistics Support director, as their command was monitoring much of the readiness efforts at the time.

The ITRR focused on five key areas of C4I readiness, including Procurement and Systems Operation Validation Testing (SOVT), In-Service Sustainment, Training and Manning, TYCOM Directed Assessments and Strike Group Readiness. Each had its own Lean Six Sigma stakeholder Working Group comprised of members from the Fleet, Systems Commands, Platform and C4I Type Commanders, and the procurement community.

Today the working groups are led by members of the NETWARCOM Readiness and Training Directorate, and many of the functions and improvements are being transitioned into "day jobs" at NETWARCOM, SPAWAR and the afloat capability Program Executive Office for C4I.

As each of the working groups reaches the Improvement Phase of their LSS efforts, they are being withdrawn while the improvements put in place are monitored by the cognizant activity. In quick order, this afloat ITRR effort will now reach completion and terminate for shipboard systems with the improvements and tracking in place across the TYCOM, SYSCOM and program offices. The role and focus is shifting to the directed efforts of the NETWARCOM Current Readiness and Training Directorate (N4/7).

The next area already being addressed in a similar manner will be Navy IT shore installations. This effort has started with shore sites directly supporting global ship communications and under NETWARCOM direction as well. RDML Charles E. Smith, vice commander, Space and Naval Warfare Systems Command, in his role in support of NETWARCOM, has helped facilitate the ITRR since its inception. "We gathered the stakeholders together, got the working groups into action and put the leaders of the ITRR through Lean Six Sigma Green Belt training," stated Smith. From that point he's been there to keep all efforts moving forward across the entire afloat C4I landscape.

The participants are the ITRR process managers from SPAWAR, CDR Mike Kirkpatrick and Charlie Thuma, and from NETWARCOM, Rick Cecconi, Craig Beethoven, Ron Stites, Charlie Baker, CDR Wendy Bransom and CDR Mark Fickel, as well as their collective team members.

There has been great progress in the past year and the visibility is now focused on current fleet readiness. The challenge is to bring about the right work and improvements with available funds.

The benefit of the ITRR has been a collective improvement effort to address the full life cycle of a ship's C4I equipment and training. For Strike Group assessments, a pilot project is being executed on the Eisenhower Strike Group through their availability windows and workup cycle. This has included early and complete pre-installation maturity reviews, specific strike group training assistance, end-game first pass installation focus, a LAN assessment post-availability, attention to monthly in port training exercises, and visibility of the integrated logistics support so vital to in-service system sustainment. While the pilot is ongoing, some of these improvement areas are already validated and being applied to all ships and strike groups when it makes good readiness sense.

The products and efforts that have come forward from the ITRR are currently strike group centric, addressing every ship within a Carrier or Expeditionary Strike Group. A lot of work still needs to be done to adopt efforts to the smaller number of independent deployers and other mission ship classes.

METRICS

Metrics are sometimes a great joy, and sometimes a misleading curse. The NETWARCOM Readiness and Training Directorate has taken the ITRR early metrics and continues to

mature in this area and to make the visibility available to the fleet users through a NETWARCOM readiness web site. The most "sought after data" currently being the tracking of each ship's C4I training and manning in the IT and ET rates. The NETWARCOM training status link is located at: https://www.fleetforces.navy.mil/netwarcom/Readiness/Training

The SPAWAR assistant program managers for logistics along with the PEO C4I program management offices have done a great job of making system reliability and maintainability visible as well. The only thing ships are tasked with is to accurately and consistently document the performance and maintenance actions performed on their C4I equipment -- the rest of the work is done within the Systems Command and Type Commander.

The key focus of the ITRR was IT readiness from the TYCOM perspective of manning, training and equipping. NETWARCOM, as the C4I TYCOM, is responsible for the C4I manning, training and equipment readiness of the fleet. If done right, ITRR products and results will lead to proactively being able to identify and correct C4I deficiencies. The pilot is showing particular gains in installation maturity, first-pass installation performance, and overall training accomplished. The key determinant will be if it makes an improvement in total combat readiness of the strike group in their workups.

All stakeholders will see the metrics as they are developed, as they compare to other strike groups, ships and individual readiness. Part of the benefit is for the ships and the strike group N6's to see the performance unfold and make corrections in the process of achieving full surge status and deployment.

The two biggest ITRR successes to date are how it has brought the stakeholders together and opened their focus to honestly reflect on C4I performance across the entire life cycle of a ship's C4I systems. This is not improvement in one area, it's LSS systematic improvements across all areas. The second success was the ability to leverage the work and teaming done in the first six months of the ITRR efforts to rapidly establish the NETWARCOM Readiness and Training functions and visibility across the fleet and Platform Type Commanders. Starting in 2008, with those functions firmly embedded in NETWARCOM and with some really fleet focused leaders, there has been a very positive impact.

"Today I sat and watched with pride as a platform CLASSRON Commander, the NETWARCOM N4/7 Directorate, and two program managers responsible for fielding that particular class of ship's C4I equipment, reviewed the ship's current readiness," said Smith.

"They had metrics in hand, they knew each other, their frank assessments were shared and they were well received by all. They were all about taking that ship class C4I readiness to the next level, and after assessing the data, they went about challenging and improving the quality of Sailor training. That would have been impossible just six months ago," he said.

There's still much work to be done in this vital war fighting area, but the fleet should now see clearly the value, emphasis and dedicated support placed in our C4I afloat readiness. In this Information Technology age, our C4I readiness will enable us to remain decisive in combat, and ever ready to respond to any crisis or humanitarian need around the world.

CAPT McGinnis no
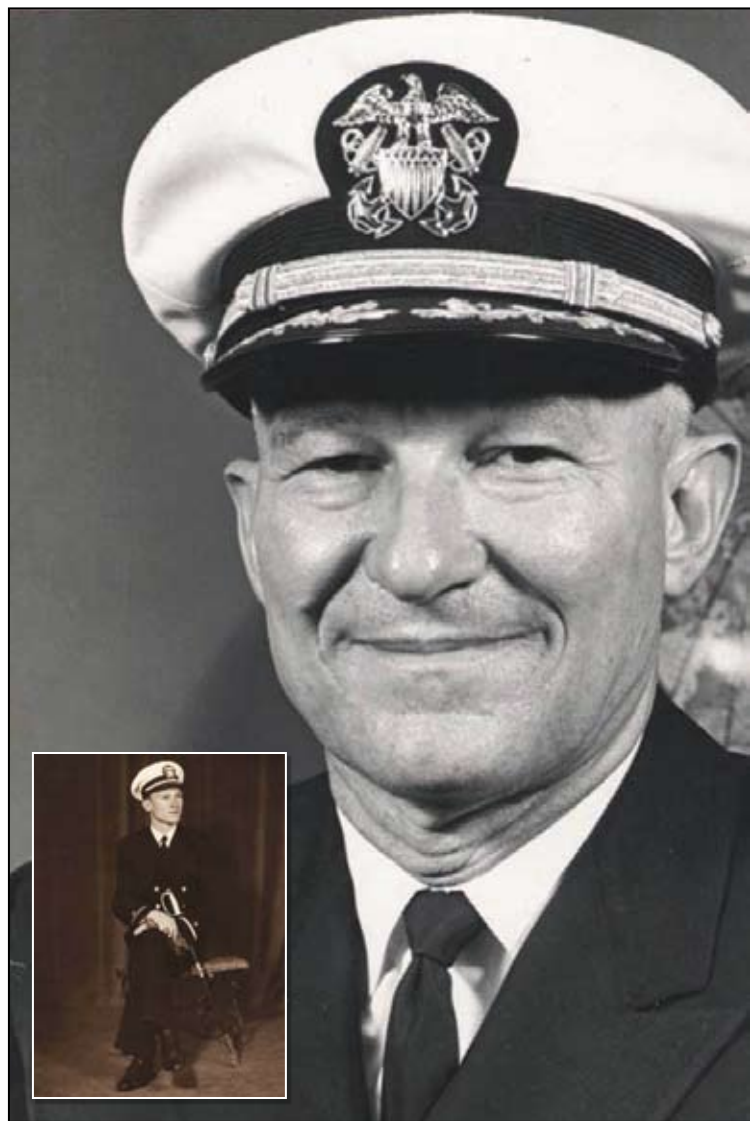
minated for Cryptologic Hall of Honor

By MC2(SW) Christopher Koons

The late CAPT George P. McGinnis, who served with distinction in World War II and helped lay the foundation upon which cryptologic work was conducted during the Cold War, has been nominated for induction into the National Security Agency/Central Security Service Hall of Honor at the National Cryptologic Museum in Washington, DC.

"George McGinnis was a remarkable man, a true American patriot, and a great personal friend to many of us in the cryptologic and information warfare community," said RADM Edward H. Deets III, vice commander at Naval Network Warfare Command. "As one of the pioneers who helped shape the evolution of naval cryptology, Captain McGinnis deserves much of the credit for our success. His significant and lasting contributions to the security of the United States uniquely qualify him for this honor, and his selection would be a most fitting tribute."

Born on May 11, 1919, in Iowa Park, TX, McGinnis was commissioned in the Naval Reserve in 1942 and was called to active duty shortly thereafter. He then completed postgraduate studies in electronics at Bowdoin College, Johns Hopkins University, the Massachusetts Institute of Technology and Harvard University. He was also the first cryptologic officer to graduate from the Naval War College.

According to his daughter, Debra Del Vecchio, a retired Navy commander, his interest in the fields of cryptology and communications was spurred while growing up in Texas in the 1920s and 30s.

"He became a ham radio operator at a very young age and in a place that could only whet the appetite of a curious mind," she said. "In rural America a generation before, the railroad offered a glimpse of far away places and people. In his generation, commercial and ham radio offered the same sort of experience -- but one in which he could participate directly."

As the United States became involved in World War II, McGinnis designed and engineered High Frequency Direction Finding (HFDF) sites in Recife, Brazil and Freetown, Liberia. The information gathered at these sites was sent to Washington, DC, plotted and forwarded to the Navy's 4th Fleet for action.   The sites were key to locating many German U-boats, ultimately leading to their destruction.

"Today, we transfer from site to site, where infrastructure has already been established, so it is difficult for us to understand having to build something from the ground up, in a dense forest, in a foreign country, with a language barrier and with little or no support structure to do so," said Del Vecchio. "You really had to 'make do' and identify what was needed to make not only the mission run and work, but what people needed to live there in order to run those missions. It was exceptionally hard work."

After World War II, McGinnis was selected to lead many of the site surveys which resulted in the HFDF configuration that the United States relied on during the Cold War. He also served several tours at Naval Security Group Command Headquarters in Washington, DC, and five tours of duty at the National Security Agency.

"Although he expected the best from his Sailors, he felt that a reward for a job well done was always in order," said Del Vecchio. "To this end, he established rewards programs at all of his commands."

After his retirement, McGinnis became involved in the Naval Cryptologic Veterans Association and assisted in the formation of the Naval Cryptologic Command Display at Corry Station in Pensacola, FL. He died on October 11, 2006, and is survived by his three children: Michael, a business owner; Patrick, a U.S. Treasury Department employee; and Del Vecchio.

"During my father's tour at Naval Security Group Activity Karamursel, Turkey, I had the opportunity to accompany him on a visit to his supply officer's office. I was 12 years old at the time," she said. "As we were leaving I noticed several boxes of pens. I asked if I could take a couple of the pens home and he answered 'No, those are government property.' His word was his bond; it had to be, because lives might be at stake."

(Counter clockwise from Top) An official photo of CAPT George P. McGinnis. (Inset) Ensign McGinnis' Naval War College photo. (Far left) McGinnis joins former CO, CID Corry Station, CAPT Kevin R. Hooley, and "Battle of Midway" veterans following the ceremony. (Left) McGinnis participates in a joint service ceremony honoring "Battle of Midway" veterans in front of CID Corry Station's headquarters.
(Official U.S. Navy Photos)

EDITOR'S NOTE: As of press time, NSA/CSS was deciding on the selection(s) for their Hall of Honor inductions.

NETWARCOM hosts IA Readiness Brief

By Cheri McCullough, NETWARCOM IA Coord

Naval Network Warfare Command recently hosted an Individual Augmentee Readiness Brief, bringing together guest speakers from Expeditionary Combat Readiness Center (ECRC) and Fleet and Family Support Center (FFSC), to address issues and challenges associated with the IA process.

The briefing covered the logistics of the IA process, combat skills training, ECRC and FFSC roles in providing support to Sailors and their family members.

"ECRC's primary role is the Sailor's and IA Family's advocate throughout the mobilization process to ensure IAs are fully ready to deploy both medically and administratively," said CAPT Stephen F. Nowak, family readiness officer, Expeditionary Combat Readiness Center, Naval Amphibious Base, Little Creek, Norfolk, VA.

Nowak highlighted the focus on continual improvement to enhance customer support. "The better we understand the process and how it impacts our Sailors, the more likely we are to make the necessary improvements and take care of our Sailors," he concluded.

ECRC training sites are hosted by the U.S. Army and are centrally located throughout the U.S. to include Fort Jackson, SC; Fort Lewis, WA; Fort Bliss, TX; Fort Bragg, NC; Fort Dix, NJ; Fort Huachuca, AZ; Fort Riley, KS; and Camp Shelby, MS.

In January 2006, the Navy established a basic combat training center of excellence at Ft. Jackson. This training site is the largest and most active initial entry training center for Individual Augmentees who attend Navy Individual Augmentation Combat Training (NIACT).

NIACT is a 3-week training course designed to provide Navy IAs with the minimum required combat skills training to succeed while deployed in hostile environments. Some of the major topics discussed include: general combat skills, weapons use and maintenance, combat life saver, convoy operations, combat movement, land navigation and communications.

ECRC also provides Navy Liaison Officer (NLO) teams to provide direct assistance to Sailors at a pre-deployment training site. ECRC Detachment personnel liaise directly with the Army in theater to ensure IA Sailors get the proper stateside training. ECRC monitors and documents the training, provides feedback on the adequacy of the training process, and recommends changes where necessary.

Additionally, Fleet and Family Support Centers are a great source of information that provide a myriad of customer-focused and efficient family support programs and services to Sailors and their families.

Wilford L. Hope, FFSC Deployment Services specialist, said, "It's important for service members to include their families in the IA process because, with the rapid increase of deployments, families are in greater need of resources. FFSC offers deployment readiness information specifically tailored to IA deployments, as well as IA spouses and Family support groups for families of deployed Sailors."

According to many IA coordinators, early awareness and utilization of available resources are key factors in preparing the Sailor for an IA deployment.

At the end of the IA Readiness Brief, NETWARCOM personnel had an opportunity to participate in a question and answer forum. Questions ranged from the type and length of training required and duty assignments in theater to the integration of the GSA process. In the end, NETWARCOM personnel received this information first hand, while IA myths and rumors were dispelled. ☒

#2 IN A SERIES OF 3

Photos by MC2(SW/AW) Justin L. Ailes

(Clockwise from the top) CAPT Stephen F. Nowak, LCDR Oliver and Wilford L. Hope.

Experience of a Lifetime

By IT2 SW/AW Christopher J. Neuppert, NETWARCOM OPS

My Individual Augmentee experience began in San Diego at the Navy Mobilization Processing Site. There were roughly 50-60 people in a big room ready to get sent on an IA assignment. We were all in San Diego for a week to start our medical screening and to make sure that our clearances were all current.

It didn't take long for me to meet some really awesome people and I even got lucky to meet some people that I was going to Iraq with -- which made not knowing what we were getting into that much easier. Everything went really smoothly and the people at NMPS were very helpful. They have a really stressful job trying to get everyone through with all of our individual issues.

Soon, we flew out with our two sea bags of uniforms on a C-130 flight across the country. Thank goodness I had my iPOD and my laptop, which made the seven hour flight that much better. Then we arrived at Camp McCrady, which is colocated on Fort Jackson, SC. It was pretty late at night and we all filed in and got our berthing assignments, which were basically like boot camp barracks, but not as strict.

We started out bright and early the next day and had a lot of fun. The hours were kind of long, but they kept us busy shuffling from issuing gear to learning basic field first aid and rifle qualifying.

The Army instructors were awesome and nothing short of the most motivated people I think I ever met in my life. At the same time they were very helpful in our transition to the Army's lifestyle.

(Above) ANavy IA Sailor perpares to fire her turret-mounted, .50 caliber machine gun atop a HUMVEE at Ft. Lewis, WA. (Official U.S. Navy Photo)

We sometimes would have to wake up pretty early to do some good ol' Army physical training, which involved lots of running, push-ups and some odd exercises I had never heard of.

I met some really good people and I'm still in touch with a few of them. I was a part of the Black Lions, which (I have to say) were the best of the bunch. It was kind of sad after our two weeks when we all got split up to go our separate ways; even though we only spent two weeks together, we got pretty close because we were going into uncharted waters.

Just a few pieces of advice for anyone going on an IA … make sure you have your clearances all ready before you ship out to NMPS -- the security people at your command can help. And, don't forget to bring your medical records. All an all, I would say my IA experience was great and I wouldn't take it back for anything.

FEEDBACK

EDITOR'S NOTE: We asked two NETWARCOM Sailors what they thought of their personal experiences with ECRC and the Battle Buddy Programs. A Battle Buddy can be assigned to an IA Sailor as their point of contact while away from their parent command. Additionally the term "Battle Buddy" can refer to someone who assists a fellow IA Sailor during training and while they're in country.

Major NIACT Topics:

- **GENERAL COMBAT SKILLS**

- **WEAPONS USE AND MAINTENANCE**

- **COMBAT LIFE SAVER**

- **CONVOY OPS AND COMBAT MOVEMENT**

- **LAND NAVIGATION**

- **COMMUNICATIONS**

- **ADMIN AND EQUIPMENT ISSUE**

Optional NIACT Training:

- **DETAINEE OPERATIONS**

- **IMPROVISED EXPLOSIVE DEVICE & COMBAT SUPPORT**

- **CUSTOMS INSPECTION BATTLION**

In addition to providing weapons training, the Army instructors push Sailors to organize and operate as teams, often referred to as 'Battle Buddies', in patrol techniques, communications, land navigation, first aid, medical evacuation and urban assault scenarios.

Q: What do you think of the in-processing at ECRC?

A: The staff was courteous and professional and performed their respective tasks efficiently. Some areas were more troublesome than others, mainly because of Sailors not having the correct information prior to arriving.

Getting information about what to do before reporting (what uniforms to bring, immunizations to get, other medical and dental work that needs to be completed, various forms and such) was difficult to find, and conflicting from one resource to the next or simply wasn't available.

Uniform issue went without a problem and all briefings were carried out in a professional manner. I personally think that most of the issues Sailors had during the process could have been avoided if information was centrally located and current with the training.

Q: Why do you think having a Battle Buddy is important?

A: Having a Battle Buddy is extremely important. Most Sailors move through the IA process either alone or in very small groups of two or three. They leave an environment they know to go to an environment that -- in many cases -- is completely foreign and out of rate.

If you are going through this process without a tie to your parent command, you start to forget about that command by being completely absorbed in the current training and mission, and you will start to lose your handle on local issues at home as well.

The Battle Buddy acts as both a contact at your parent command and as someone who can take care of whatever issues may arise while you are away. They also act as a contact for friends and relatives who want to send messages and packages.

In some cases, family members may not have any other way of getting a message to the IA Sailor. The Battle Buddy is vital in the transition to training, support during the mission, and in the transition back to your parent command.

MC3 Travis Burcham ... currently an IA at Guantanamo Bay, Cuba

I have been on two IA deployments to Afghanistan. On my first deployment, I went straight from my ship to Fort Benning, GA for training. On my second IA, the process was more thorough. Completing the NKO courses and the JKO courses was key in preparation to working in a joint environment. Completing the Physical Health Assessment (PHA) was also critical to deployment preparations.

Using the ECRC IA deployment checklist not only ensured I was ready to go but that my family was prepared as well. Ensuring that finances, wills, and powers of attorney are in order prior to deployment is essential to giving you and your family peace of mind.

Moving on to NMPS San Diego was another important step in deployment preparations. There are some good Sailors there that support the NMPS. Doing a double-check on NKO course completion, medical and dental readiness, and initial uniform issue was another important step.

The training at Fort Jackson's Camp McCrady training center was excellent and I am told it keeps getting better. The NLO and staff take good care of Sailors. Having more time dedicated to weapons familiarization is an important facet to putting rounds on target but also ensuring personal safety. The training culminates with combat scenarios that test the trainee's knowledge and are a lot of fun! The follow-on training at the Udari Range in Kuwait following Ft. Jackson gave us more convoy operations training, and an opportunity for more weapons training with close quarter firing. Getting that opportunity to get acclimatized to the environment was beneficial as well. Arriving in Afghanistan, we were met by NLOs. Having Navy folks at each step of the way made a big difference.

LCDR Ken Demick ... returned to NETWARCOM, (N43) after completing an IA in Afghanistan.

(Clockwise from above) An IA Sailor puts a breaking hold on an Army instructor during a detainee training exercise. IA Sailors at Ft. Lewis, WA practice their urban warfare training. Sailors hone their pistol and other weapon skills at the various ranges. IA Sailors on their way to more training via a two-hour bus ride. (Official U.S. Navy Photos)

NCMS incorporates People, Processes, & Technology

"Protecting Sensitive Information for the Warfighter"

By LCDR Wanda Martin, NCMS

Naval Communications Security Material System, Washington, DC, recognizes that effectively protecting our Navy's sensitive information requires taking care of our people, automating the Communications Security/Electronic Key Management System (COMSEC/EKMS) process and taking advantage of modern technology. Team NCMS focuses on the transformation, modernization and standardization of COMSEC to the warfighter.

As a subordinate to Commander, Naval Network Warfare Command, NCMS provides direct COMSEC, EKMS, Public Key Infrastructure (PKI) support, and proper distribution of COMSEC, EKMS and PKI material throughout the Navy, Marine Corps, Coast Guard, Military Sealift Command, Naval Reserves and National COMSEC community.

CDR William Boozer, NCMS commanding officer, accomplishes the NCMS mission, with a diverse team composed of dedicated Sailors, Marines and civilian government employees. Much of the credit goes to the NCMS COMSEC Advice and Assistance teams which provide a worldwide network of COMSEC subject matter experts who provide direct support to their customers, the warfighters. Their motto is simple, "Mission First, Teamwork Always, Be the Best at NCMS."

As the Central Office of Record, NCMS is the authoritative source for EKMS accounts, publishing COMSEC and PKI policies, developing and providing training and procedures for EKMS, and PKI systems and equipment along with COMSEC hardware distribution. Additionally, NCMS monitors all procedures and actions required to ensure the physical security of COMSEC/EKMS material, including prevention of compromise.

Working with their Army and Air Force counterparts, NCMS led the transition of the Department of Navy to a Tri-service System called Common Tier One (CT-1). This system is shared with the Army, Air Force, and Navy which also represents the Marine Corps, Coast Guard and Military Sealift Command. The CT-1 system automates the accounting and management of COMSEC/EKMS material, equipment, physical and electronic key.

"We have worked the bugs out of the system and we're making significant progress toward reconciliation of EKMS accounts," said Boozer.

For COMSEC/EKMS hardware distribution, the Communications Security Material Issuing Office (CMIO) serves as the Navy's inventory control point. CMIO receives all DoN obsolete, excess, and broken stock COMSEC equipment, and redirects it to facilities for repair, cannibalization/recycling, destruction/demilitarization.

The efforts of NCMS and the EKMS team are vitally important, not only to Navy communications and information operations, but also to our National Security. They will continue to seek innovative ways to maintain the highest state of readiness for the warfighter. ▪

Spotlight ...

CDR William Boozer, CO, NCMS Washington, DC.

❝❝As Commanding Officer of Naval Communications Security Material System, Washington, DC, my first goal was to visit our customers to ensure we were providing the COMSEC support that was needed to our Fleet and Force Commanders," said CDR William Boozer. "Second, was to motivate, inspire teamwork and build a very positive command environment ultimately seeking new and innovative ways to maintain the highest state of readiness for this command."

Boozer enlisted in the Navy in August 1975 and completed recruit training in Orlando, FL. He served his first tour of duty aboard the USS BRUMBY (FF1044), as a Radioman and in April 1980 attended Radioman "C7" School and Communications Systems Technician School in San Diego. He later received a Bachelor of Science degree in Management of Computer and Information Systems from Park University, Parkville, MO.

His next assignment placed him at the Naval Telecommunications Operation Center in Washington, DC where he was selected as the Sailor of the Year 1981. In April 1983, he was assigned to the Pre-Commissioning Unit of USS SHENANDOAH (AD 44) and served as the Communications Division Leading Chief Petty Officer while deployed to the Mediterranean during the 1986 Libyan conflict.

In July 1986, he was commissioned as an ensign under the Limited Duty Officer program and graduated from the LDO/CWO Indoctrination course in Pensacola, FL. He returned to sea and served as the assistant communications officer aboard USS BLUE RIDGE (LCC 19). In October 1989 Boozer was assigned to Commander, Naval Computer Telecommunications Command staff in Washington, DC, as Head, Operations Inspections Branch and Naval Telecommunications Acquisition manager. In 1992, he reported aboard the USS INCHON (LPH 12) as the communications officer, deployed to the North Atlantic, Mediterranean, Somalia, Adriatic, Haiti and qualified as a Surface Warfare Officer.

In August 1995, Commander Boozer graduated from NATO Communications and Information Systems course in Latina, Italy and assumed command as the commander, Local Control Organization (LCO) Norfolk and Regional

Operating Center, Atlantic Operations Officer for NATO Satellite Operating Units located in Iceland, Canada, Portugal, and Virginia. In June 1997 he served as the Command, Control, Communications, Computer and Information (C4I) department head aboard the USS BATAAN (LHD 5).

Later in July 1999 he was assigned to commander, Second Fleet/Striking Fleet Atlantic Staff, embarked on USS MOUNT WHITNEY (LCC 20), serving as the Deputy J6 and JOINT/NATO CIS Plans Officer. He served as a detailer at Navy Personnel Command in Millington, TN, as the Head, Combat System Enlisted Assignments Branch from 2002-2004. While stationed in Tennessee, Boozer was selected to the Information Professional (IP) officer community and attended the IP senior officer's course at Naval Postgraduate School in April 2005.

In November 2004, he reported to the staff of commander, Carrier Strike Group EIGHT, embarked on USS GEORGE WASHINGTON (CVN 73), as the Knowledge Manager and Deputy N6 until September 2005. From October 2005 to November 2006 he served on the staff of commander, Carrier Strike Group EIGHT, embarked on USS DWIGHT D. EISENHOWER (CVN 69), as the Assistant Chief of Staff (ACOS) for C5I (N6) enroute to the Arabian Gulf.

On 1 December 2006, he assumed command of NCMS and its 13 detachments worldwide.

During his tour at NCMS, EKMS manuals have been updated, websites have been established and the EKMS Manager course of instruction has been revised to provide access to the most current information concerning policy and procedures.

Additionally, Boozer has had the honor of providing status briefings to flag officers, including CNO, OPNAV N6, fleet and force commanders. He has also personally presented COMSEC and EKMS training to prospective commanding officers and executive officers at Command Leadership in Newport, RI.

"I am extremely pleased with the quality of military, civilians and their contributions to ensure the success of our mission," emphasized Boozer. ▨

Trident Warrior '08

Annual Experimentation aids current & future FORCEnet Decision-makers

By Melisa C. Kasse, Innovation & Experimentation (N9)

Trident Warrior, Naval Network Warfare Command's annual operational FORCEnet Sea Trial experimentation event was designed to accelerate or deliver new or improved warfighter capabilities.

Additionally TW 08 examined the potential of new technologies and processes by capitalizing on participation and expertise of operational and fleet users in an at-sea environment. It also accelerates fielding of system command-sponsored FORCEnet capabilities, and explores the art of the possible regarding future naval capabilities.

Trident Warrior is the result of an 18-month evolution; encompassing planning, coordination, execution, and analysis. Each event culminates in the presentation of results which either help accelerate fleet delivery by altering or verifying Program of Record (POR) development or serving to inform Navy's acquisition process.

To date, more than 50 U.S. and 15 coalition ships have conducted experimentation on emergent technologies introduced by both private industry and government sponsors. From TW03 to TW08, the number of technologies submitted by private industry and government sponsors has grown 122%.

This tremendous growth is directly attributed to the fact that Trident Warrior's operational experimentation venue affords a unique opportunity that no laboratory experiment can provide or replicate -- a backdrop for realistic FORCEnet experimentation using systems and technologies installed and operated by cyber warriors on ships while at sea.

NETWARCOM joined forces with Commander, Third Fleet in the TW08 experimentation venue to exploit advanced cyberspace technology concepts. The goal of TW08 was to provide the warfighter rapid cyber technology integration to enhance information superiority over adversaries, and to allow superior decision making and execution capabilities for ultimate battle space success. TW08 included 110 technologies grouped into 12 major focus areas mapped to the prioritized fleet Command, Control, Communications and Computers (C4) requirements identified in the U.S. Fleet Forces and Pacific Fleet joint message (DTG 041540ZFEB08). Technologies were installed at 42 commands and 16 U.S. and coalition ships for the execution of TW08.

According to LT Joe Moore, staff C4I officer and TW08 liaison onboard USS Bonhomme Richard, this year's experiment helped the Navy gain insights on technical decisions for future missions and operations. "Trident Warrior is the perfect opportunity to showcase new and upcoming systems," said Moore. "By experimenting and using these new systems, we give the program managers and contractors, who are developing these systems, new ideas for improvements before fleet introduction." Moore also said an added benefit of TW08 is that sailors are provided the opportunity and experience to be the first to test the new systems.

"Every Trident Warrior has seen an increase in the number of people, the number of technologies, and the number of events," said CAPT Vince Giampaolo, NETWARCOM Director of FORCEnet Innovation & Experimentation. "Trident Warrior 2008 was no exception as it continued this trend involving the largest number of coalition partners and the widest variety of FORCEnet technologies ever experimented. TW08's scope included over 450 measurable objectives encompassing 1,700 individual events with data collected from 75 distributed locations.

"The data collection planning is the most complete and focused data effort of any Trident Warrior to date," Giampaolo continued. "The analysis and results will serve to greatly benefit cyber warriors operationally today and in the future, by informing Navy acquisition strategies and decisions."

The TW08 data collection and analysis team, led by the Naval Postgraduate School, was comprised of experts from a wide range of organizations, including NSWC Corona Division, SSC San Diego, Pacific Science and Engineering Group, Inc., Air Force Research Lab, Office of Naval Research, the Center for Naval Analyses and Naval Reserve Program 38.

Trident Warrior experimentation successes to date include the Joint Task Force Wide Area Relay Network (JTF WARNET), end-to-end Command and Control (C2) processes, Subnet Relay (SNR), Multi-Intelligence Ship Tracking (MIST), and testing maritime security through Maritime Domain Awareness (MDA) and sharing this information with Coalition, interagency, and local and state government agencies.

"With a successful TW08 behind us, we are now looking ahead to Trident Warrior 2009 to be conducted in the Atlantic operating area in a joint venture with Commander, Second Fleet; Commander, Sixth Fleet; U.S. Coast Guard; Defense Information Systems Agency; Australia, Canada, New Zealand, United Kingdom and U.S. (AUSCANNZUKUS); and other allied/coalition participants," added Giampaolo. "The theme of TW09 is to explore Maritime Operations Center to Maritime Operations Center, or MOC-to-MOC collaboration in a routine/normal environment. The focus will be on how MOCs will enable global response to trans-regional threats, and how they will deliver global maritime awareness through collaboration with the Services, government and non-government agencies, and coalition nations."

Photo Illustration by MC2(SW/AW) Justin L. Ailes

Trident Warrior '08 contributors …

Partner nations included: Australia, Canada, New Zealand, United Kingdom and United States (AUSCANNZUKUS) multi-national task group, as well as; Chile, France, Netherlands, and Republic of Korea.

Staff/afloat participants included: United States Northern Command; commander, Pacific Fleet; commander, Second Fleet; commander, Third Fleet; Office of Naval Intelligence; Office of Naval Research; Naval Computer and Telecommunications Area Master Station Pacific; Maritime Intelligence Fusion Center Atlantic; Maritime Intelligence Fusion Center Pacific; Naval Computer

& Telecommunications Station San Diego; Space & Naval Warfare Systems Command; SPAWAR Systems Center San Diego; SPAWAR Systems Center Charleston; Fleet Meteorological and Oceanographic Center Advanced Concepts Lab San Diego; Naval Surface Warfare Center (NSWC) Crane, IN; NSWC Philadelphia; NSWC Dahlgren; Naval Air Facility Patuxent River; Fleet Information Operations Center; National Maritime Intelligence Center; Integrated Combat System Test Detachment; Canadian units in Maritime Forces Pacific Esquimalt; the New Zealand Maritime Operations Center (MOC); Joint Forces Headquarters Wellington and Pacific Regional

Network Operations Center.

Ship participants included: Amphibious Squadron 7; commander, 7th Fleet; USS Blue Ridge (LCC 19); USS Bonhomme Richard (LHD 6); USS Comstock (LSD 45); USS Port Royal (CG 73); USS Milius (DDG 69); USS Chung-Hoon (DDG 93); USS O'Kane (DDG 77); USS Paul Hamilton (DDG 60); USS Reuben James (FFG 60); USS Rodney M Davis (FFG 57); USNS Yukon (T-AO 202); HMCS Ottawa (FFH 341); HMCS Regina (FFH 334); HMNZS Te Kaha (F 77); HMAS Anzac (FFH 150) and virtual ships from New Zealand (Wake and Kiwi), France (Toulon), and the United Kingdom (Portsmouth).

Over-the-Counter Message Delivery Service closes after 34 Years

By NCTAMS LANT Message Center Team

The Naval Computer Telecommunications Area Master Station Atlantic over-the-counter message window was established Feb. 4, 1974. This service provided Naval Air Station Norfolk, VA, afloat and shore commands a means of transmitting and receiving official message traffic via the Local Digital Message Exchange System (LDMX).

In the past, NCTAMSLANT's communication center would accept messages from local commands for transmitting and receiving at the over-the-counter window. Commands used the Defense Department (DD) 173 form to draft outgoing messages on a typewriter using JANAP 128 format. Once the communication center ensured the format on the DD 173 was correct, it was placed in a Remote Information Exchange Terminal (RIXT) machine which would forward the message to the LDMX for transmission to the recipients. To acquire incoming messages, local commands would come to the window with a briefcase and ask for their message traffic, which had been copied on a Xerox machine and slotted into their bins for pickup by communication center personnel. Messages for high level commands were often hand-carried for delivery via guard mail.

As technology evolved, the requirement for over-the-counter service became less and NCTAMSLANT customers transitioned to automated messaging systems. These "Legacy" systems which included GateGuard, Multi-Messaging Mail System (MMS), and Personal Computer Message Terminal (PCMT), provided improved quality of service for more timely delivery of message traffic and a robust means of communicating. Additionally, as more commands transitioned to Legacy systems, the growing demand for these systems required an increase in system automation. While this improved quality of service and efficiency for customers, the added complexity, and maintenance requirements of these systems drove a corresponding increase in manpower requirements at NCTAMSLANT.

Today, Automatic Digital Network (AUTODIN)

messaging is considered to be outdated. The messaging environment has transitioned to a more secure, electronic writer-to-reader environment. Newer Internet Protocol (IP) messaging systems scheduled to come on-line are phasing out the older Legacy messaging systems. NCTAMSLANT's goal is to completely transition all Legacy systems to IP-based messaging systems such as Fleet SIPRNET Messaging (FSM), DMS Tactical Proxy and the Naval Regional Enterprise Messaging System (NREMS).

FSM has given ships a faster and more reliable means of transmitting and receiving message traffic. Commands can now process message traffic without having to leave the ship and without having to come to the communications centers to transmit and/or receive message traffic at the window while in port.

The next IP messaging system coming on-line is NREMS. NREMS is an enhancement to the Defense Messaging System (DMS) architecture which eliminates the need for a DMS User Agent (UA) and replaces the DMS Groupware Server (GWS). NREMS acts as a proxy system, allowing Navy organizations to send and receive DMS messages using a web browser and their existing network connection.

Users have individual web-based accounts and log into the Non-classified Internet Protocol Router Network (NIPRNET) NREMS web-interface utilizing a Department of Defense Common Access Card.

In keeping with these advances in technology, NCTAMSLANT recently closed the over-the-counter window after 34 years of service. As times change and technology progresses, the communication centers will continue to evolve and strive to provide excellent telecommunication services to the warfighter. The closure of the "Message Window" signals the end of an era and the beginning of a new age in information technology and transfer.

EKMS Conference provides Training & Knowledge Sharing

By George D. Bieber
Photos by MC2(SW/AW) Justin L. Ailes

More than 350 Navy, Marine Corps, Coast Guard and Military Sealift Command officers, enlisted and civilian Electronic Key Management System managers and executive level members recently gathered in Virginia Beach, VA, for Naval Network Warfare Command's EKMS East Conference. The theme of this year's event was "People, Processes, and Technology: The (Communications Security) COMSEC/EKMS Way Ahead."

If Naval Communications Security Material System (NCMS) is not knocking at your door, you should be ringing some bells, was just one of many quips heard throughout the 3-day forum. Even the keynote speaker, VADM H. Denby Starling II, commander, NETWARCOM, echoed the fact that communications security was not an easy task, but that everyone in the room played a role in doing it right.

Starling spoke about his firsthand experiences as a young officer filling the role of a communications officer onboard a ship, and about the accountability involved. He tasked those in attendance to figure out what they needed to do to maintain the necessary level of security while still being attentive to the needs of the Fleet. The admiral also reminded the attendees that the instructors were not only there for training, but to be challenged as well.

"The future of CMS depends on all of you in this room," he said. "We've become so dependent on technology, but in the end it's really all about people … people … people! Remember, all of you play a part -- a key part -- in cyber warfare."

Other speakers for the forum included Ray A. Letteer, senior Information Assurance manager for the Marine Corps; Robert M. Zalaskus, Submarine Force director command, control, communications, computers and intelligence; and CDR Ray A. Stapf, current readiness/command, control, communications and computer systems deputy/assistant chief of staff for commander Navy Surface Forces, Atlantic.

According to CDR William Boozer, commanding officer, NMCS, an important goal of the conference was to bring the DoN COMSEC/EKMS community together to discuss recent policy changes concerning Common Tier 1 (CT-1), Key Management Infrastructure (KMI), and COMSEC/EKMS, as well as to strategize the way ahead for CMS.

"In this day and age of fast communications and the ubiquitous internet, one might think that they could bypass this conference and get all this information electronically," Boozer opined. "However, I think they would be missing the element of peer networking, sharing experiences, discovering new ways of looking at old problems, and proven shortcuts for daunting problems."

After the opening speeches, members of the conference received two days of non-stop hands on training sessions, aimed at better enabling them to manage their EKMS accounts.

Scheduled training included refreshing Public Key Infrastructure (PKI), Simple Key Loaders (SKL), and Secure Data Systems (SDS) skills, as well as updating the mission of the CMS Advise & Assistance Team. Additionally, the attendees received updates on the Tri-Service (USA, USAF & USN) CT-1 system. The system was developed to automate management and accounting of all COMSEC material and COMSEC equipment, both physical and electronic key. The Navy, Marine Corps, Coast Guard and Military Sealift Command transitioned to a more automated version of CT-1 in August 2007.

A West Coast EKMS Conference is planned for 2009 in San Diego.

(Clockwise from far left) VADM H. Denby Starling II, commander NETWARCOM addresses the conference attendees early into the 3-day event. Attendees from the Navy, Marine Corps and their civilian counterparts share one of many conversations held throughout the conference. CDR William Boozer, NCMS commanding officer presents VADM Starling with a plaque and ball cap in appreciation for his contributions to the EKMS East Conference.

Air Trafficking Event
11 / 12 MAY 2008

1,275 Kgs of cocaine were seized by the Host Nation.

0402Z Fade

0434Z Regain

2239Z US Customs P-3 Intercepts

0730Z Fade

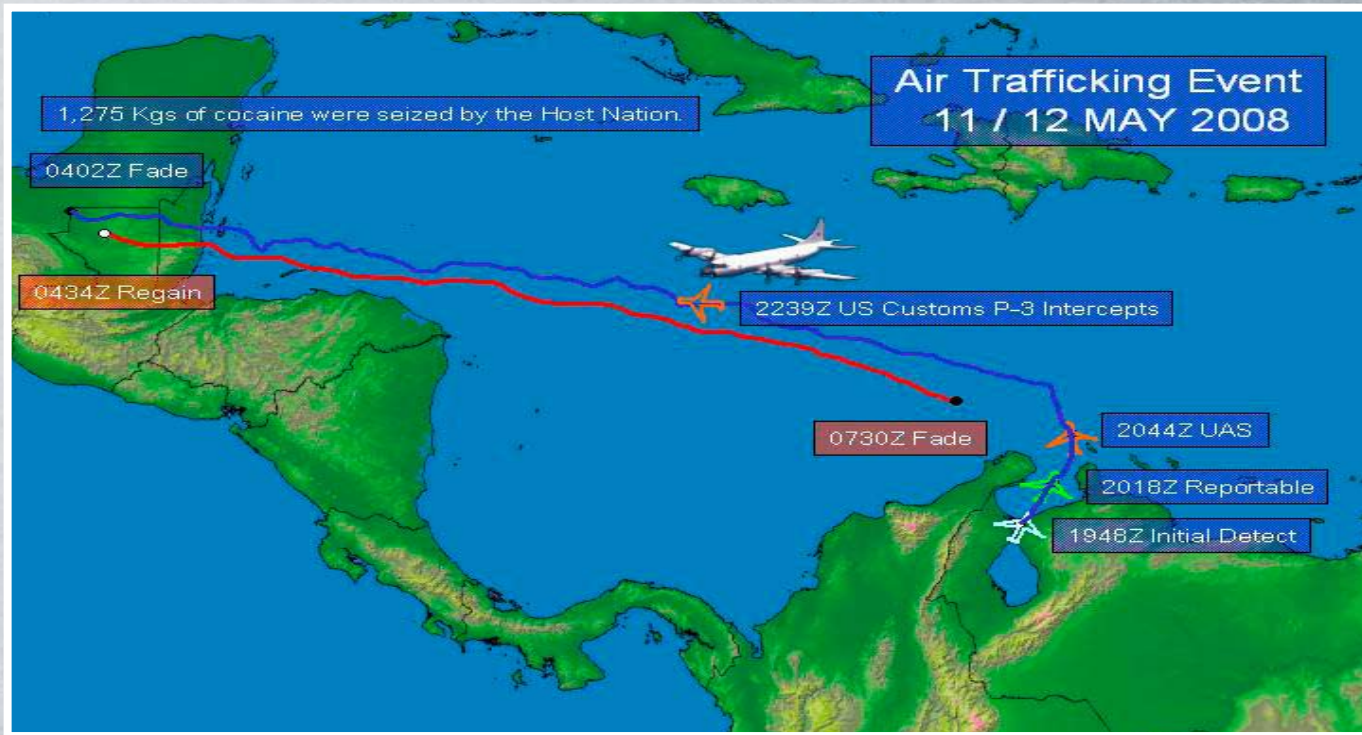2044Z UAS

2018Z Reportable

1948Z Initial Detect

Photo Illustration by MC2(SW/AW) Justin L. Ailes

ROTHR

Radar System serves as Key Sensor in "Counter-Narco-Terrorism" Battle

By Timothy A. Dotson, Raytheon Chesapeake

It's 3 a.m., and the red phone rings. No, this is not a political commercial; it is a real life scenario that occurs frequently between the Forces Surveillance Support Center (FSSC) in Chesapeake, VA and the Joint Interagency Task Force South (JIATF-S) in Key West, FL.

A typical United States Counter-Drug (CD) air event starts with a Relocatable Over the Horizon Radar (ROTHR) target detection in the Source Zone (South America). An operator validates the track within several minutes and reports the track to JIATF-S via the Global Command and Control System (GCCS).

A prime example of an air smuggling event happened on May 11th, 2008. At 1948z, FSSC detected and reported a suspicious aircraft departing Venezuela on a northbound heading. JIATF South attempted to identify the track through filed flight plans and other sources, to no avail, and consequently declared the track as Unknown Assumed Suspect (UAS) at 2044z.

After the track was declared UAS, JIATF-S began to plan the intercept and prosecution with airborne assets and other Law Enforcement Agencies on the ground. The LEA personnel could be US Customs and Border Protection (USCBP) agents, US Immigrations and Customs Enforcement (ICE) agents, or Drug Enforcement Agents (DEA), but could also include Partner Nation LEA or military participants. ROTHR continued to track the target as this process took place.

In this case, there was a USCBP P-3 aircraft on routine CD patrol in the area, and JIATF-S vectored them in to identify the target. At 2239z, the USCBP P-3 intercepted the target and passed the aircraft's tail number to JIATF-S. The tail number had been previously associated with drug trafficking, which prompted JIATF-S to begin contacting their international partners in Central America and Mexico to coordinate an LEA or military response from their assets in the projected landing area of the approaching suspect aircraft.

As ROTHR and the P-3 maintained tracking on the target to the westward, JIATF-S continued to report and coordinates the ground response with the PNs in the aircraft's path of possible historical landing sites. This allowed the PNs to stage their ground response forces accordingly. ROTHR noted a change in the target's Doppler (relative motion of the target with respect to the ROTHR receiver array) and notified JIATF South, who then confirmed with the P-3, that the target was descending.

At 0402z, ROTHR and the P-3 began to lose radar contact with the target as it landed in Central America. The "fade" position was passed to the PN response teams. After a short period on the ground, ROTHR detected the aircraft once again, this time heading east. The target had offloaded its illicit cargo and taken off again. ROTHR tracked it back toward Venezuela, fading it hours later, just short of its originally detected position. The PN LEA later found two abandoned vehicles carrying the nearly 1.3 metric tons of cocaine brought in by the target aircraft.

While the operators at FSSC were not directly involved in the seizure of the drugs, their participation greatly contributed to the JIATF-S team success. Without ROTHR, many of these illicit aircraft would go undetected.

Some observers may consider this event, and the subsequent seizure, significant. The team at FSSC considers it a good day's work.

Official U.S. Navy Photo

ROTHR background ...

When discussing Relocatable Over the Horizon Radar (ROTHR) operations, normal microwave theories do not apply. The system relies on the ionosphere to propagate its High Frequency (HF) Radio Frequency energy, resulting in coverage ranges in excess of 2000 nautical miles. Consequently, ROTHR operators require unique expertise and hands-on experience with HF theory and ionospheric principles.

As a result of these specific aspects of ROTHR operations, the FSSC Operations Control Center (OCC) is perhaps the most unique feature of the command. The OCC is totally manned and operated by contract employees. Cuts in military manning (1990's) and the Navy's increased need for qualified Operations Specialist billets in the fleet required FSSC to outsource the operations of ROTHR to contractors.

In 1994, the Navy contracted with Raytheon, the original equipment manufacturer and maintainer of the system, to operate the system as well. A fortuitous result was the benefit of a much reduced turnover rate and an enhanced experience level to operate ROTHR to its optimal potential.

The average operator experience level has grown from approximately two to nine years. This has not only improved the operation of the ROTHR system, but it has increased ROTHR's value added to the United States Counter-Drug (CD) mission, as the operators can easily recognize the trends and patterns of the drug smugglers and cue JIATF-S on suspicious air contacts. This concept of a typically military -- run watch floor being manned by contractors has been looked at by other organizations, and is considered by some as a successful model for missions requiring a significant learning curve.

Separation fa
Sibling's Aviat

By LTJG Carrie Sanders, NIOC Hawaii PAO
Photo Illustration by Beth Vinson

Growing up the oldest of eight home-schooled children, Jeremy and Jesse Nerius were raised with a vision of success and service. In the quaint suburban town of Des Plaines, IL, the brothers excelled in music. Jeremy played brass instruments and Jesse, the clarinet. However, their similarities parted there.

The older brother, Jeremy, spent countless hours outside his house working in politics; while the younger, Jesse stayed closer to home and held manual labor jobs. Their different paths, however, would soon bring them back together.

As a middle and high school student, Jeremy developed a fascination with politics. He became very involved in local and state campaigns and, at a very young age, became a campaign manager and then an elected committeeman. After a few years in the political circuit, he decided to join the U.S. Navy.

At Recruit Training Command, Seaman Recruit Jeremy served as his division's Recruit Petty Officer in Charge and was chosen for a follow-on tour with the U.S. Navy Ceremonial Guard in Washington, D.C. His outstanding representation of the Navy while attached to the ceremonial guard earned Nerius a spot on the team of military tour guides at the Pentagon.

This duty required him to memorize and recite a 40-page script, while walking backward in his dress uniform as he guided tour groups through the Pentagon … a task this Sailor carried out undauntedly. He reported to the Office of the

ils to limit
tion Dreams

Official U.S.Navy Photo

(Left to right) Jesse & Jeremy Nerius

Assistant Secretary of Defense for Public Affairs where he had the opportunity to work on projects involving allied foreign heads of state and other dignitaries.

After his stretch in the nation's capital, Jeremy was stationed on the island of Hawaii working in the rating as a cryptologic technician collection (CTR). There he quickly achieved the rank of petty officer first class.

In 2006, he volunteered to deploy to Afghanistan where his support to the mission resulted in numerous successes. Nerius credits this deployment as the highlight of his already noteworthy career.

While deployed he continued working on his Bachelor of Arts degree in Business Administration from Hawaii Pacific University, Honolulu, graduating summa cum laude. Soon after graduation he submitted his application for Navy Officer Candidate School.

Jesse, unlike his brother, preferred to stay at home during his high school years. He helped teach his siblings and took care of household chores while dreaming about all things aviation. Jesse worked in construction for a few years before joining the U.S. Air Force in 2004.

Trained as an Air Traffic Controller, Airman Nerius was stationed in Idaho after boot camp and within a few months was selected to join the Mountain Home Air Force Base Honor Guard. He too graduated summa cum laude with a Bachelor of Science degree in Professional Aeronautics from Embry-Riddle Aeronautical University, Daytona Beach, FL, while on active duty.

In 2007, Jesse served a tour in Iraq and was selected Air Combat Command Air Traffic Controller of the Year. While in Iraq, he also submitted his package to apply for the Navy's Officer Candidate School.

The brothers hadn't planned to submit their application to OCS and the Navy Flight Program at the same time. Jeremy felt his chances were slim because of age and eye-sight restrictions. Jesse wasn't sure the Air Force would let him go. Both were wrong.

The Navy's policies had changed, allowing for eye surgery and age waivers to allow Petty Officer Nerius to be selected and the Air Force signed a conditional release for Airman Nerius. The brothers soon found themselves with orders in hand to attend OCS and flight training together.

"It just all came together, it was crazy," said Petty Officer Nerius. "It will be fun -- we've always been close. We'll probably get a place together on the beach in Pensacola."

The brothers plan to help each other through OCS. Petty Officer Nerius expects to benefit from his brother's vast knowledge of aviation and love of physical fitness. "I will help him with the Navy side of life; he is, after all, an Airman," quipped Jeremy.

The Nerius boys officially became Navy Officer Candidates in August and should receive their commission in October upon successful completion of the OCS program. It is not yet clear if the younger six Nerius siblings will be able to make the trip from Illinois to Rhode Island to share in the success of their older brothers.

What is clear is that the road home may be long and uncertain, but these two siblings will, at least for a time, have each other to lean on. ◓

NIOC MARYLAND COMPLETES ITS FIRST CHIEFS IN TRAINING PROGRAM

By MC1 JoAnn Anderson, NIOC Maryland, Pubic Affairs

"In the United States Navy, the title 'Chief Petty Officer' carries with it responsibilities and privileges no other armed force in the world grants enlisted people."

-Adm. Frank B. Kelso II

To many Sailors, advancement to chief petty officer is the most significant promotion within the Navy enlisted rank structure. The first time a first class petty officer dons the khaki uniform and is accepted into the CPO community is undoubtedly one of the proudest days in the member's naval service.

For more than 100 years, CPOs have readily sought out greater challenges and assumed positions of increased responsibility. To prepare first class petty officers to step into these roles, Navy Information Operations Command Maryland has established a Chiefs In Training program.

The program is based on a paper released by Master Chief Petty Officer of the Navy Joe Campa, entitled "Expectations of a First Class Petty Officer".

NIOC Maryland CMDCM Daniel Miller explained the reason behind CIT when the program kicked off at the Fort Meade post theater.

"The feedback that the FCPO Mess has consistently given over the years to the Navy's senior enlisted leaders is that a one-week leadership course is not enough. We, the Chiefs' Mess, are here to tell you today 'message received,'" said Miller.

Additional speakers at the kickoff included CTICM Casey Raiford who described the Chief Selection Board process, NCCS Vaughn Coker who spoke on ordering and updating Electronic Service Records, and CTRCS Steven Caimano who discussed the MCPON's six expectations of the first class petty officer.

One of the challenges the program faced was the large number of E-6s stationed at NIOC Maryland. With more than 200 Sailors as potential candidates for the course, it became clear that a typical lecture-style training environment would not suffice. Instead, the E-6s were split into nine teams, each with two CPOs assigned as team leaders.

During the three months of CIT, members of the CPO and FCPO messes engaged in a variety of events including physical fitness, scenario-based leadership training and community outreach programs, such as partnering with the local community to paint a community center and volunteering at a local Special Olympics event.

To encourage teamwork throughout the program "One team, One fight," quickly became the CIT motto. To emphasize that theme, the Heritage Run provided CIT participants an opportunity to tour the streets of the Washington Navy Yard and other naval heritage sites such as the Historic Commandant's House at 8th & I and Willard Park.

Planned in collaboration with the chiefs and first class petty officers of the USS Carl Vinson (CVN 70), the event consisted of a formation around the yard, followed by presentations from FORCM Fred Pharr, Naval Air Force Atlantic; from the staff of NIOC Maryland, CMDCM Daniel Miller; Vinson CMDCM Glenn Mallo; CNO-Directed CMDCM Chief Jackie DiRosa, who is serving as director of the CMC Management Office, and Naval Network Warfare Command FORCM Charles Dassance.

After showers and lunch, everyone changed into their uniforms and headed to the Women in the Military Service Memorial at Arlington National Cemetery, where DiRosa gave an inspiring speech, and NIOC Maryland's Petty Officer 1st Class Kristin Scott and the Vinson's Petty Officer 1st Class Sonya Hogan participated in a wreath-laying ceremony.

"It was awe-inspiring to see NIOC Maryland and CVN 70 Sailors spend their off-duty time to show how 'One Team, One Fight' can be accomplished if we put our hearts and minds to doing it," said Mallo.

Another milestone of the CIT program came on July 2, when the teams mustered for a personnel inspection and to demonstrate their marching abilities as they competed in drill against other CIT teams. After each team completed their marching, Miller asked for feedback and answered questions about the program.

A graduation ceremony was held on July 11. NIOC Maryland Commanding Officer, CAPT Richard Bodziak, commented that, "These first class petty officers are proud of their heritage and they weave it into everyday events. In keeping with tradition, they are proud to serve."

MCC(AW) Select Andrew Miller was one of 24 petty officers selected from NIOC Maryland this selection cycle. "The CIT program helped bring us up to speed and prepare us for Chief's induction and the greater responsibilities as Chief Petty Officers," said Miller. "The scenario-based training and emphasis on teamwork is really what being a Chief is all about."

IN TRAINING

Photo by MC3 John Siller

Photo by MC3 John Siller

Photo by MCSA Cayman Santoro

Photo by MC3 John Siller

(From top to bottom) Chief Petty Officers Rodney Frank and John Dill from NIOC Maryland, lead columns of runners during the Heritage Run at the Washington Navy Yard May 31.

A group photo of first class petty officers from the USS Carl Vinson (CVN 70) and NIOC Maryland after a run.

NIOC, Maryland, Commanding Officer, CAPT Richard Bodziak, and CMC Daniel Miller pose with chiefs and first class petty officers after the Chiefs in Training graduation ceremony held on Fort Meade, MD, July 11.

FORCM Charles Dassance speaks with first class petty officers on MCPON's "Expectations of a First Class Petty Officer." Dassance and other force and command master chiefs from NIOC Maryland and the USS Carl Vinson (CVN 70) joined first class petty officers from the two commands for a Heritage Run at the Washington Navy Yard, promoting "One team, one fight."

NCTAMS DET GTMO

PROVIDING BACKBONE TO GUANTANAMO BAY

By MC1 JoAnn Anderson, NIOC Maryland, Public Affairs Photos by Jennifer Jordan

The Naval Computer and Telecommunications Area Master Station Detachment is one of the smallest commands on Naval Station, Guantanamo Bay, Cuba. However, it provides the services that allow this isolated naval base to remain self-sufficient and meet a variety of global obligations in support of the Joint Task Force, Joint Detainee Operations Group, and United States Coast Guard.

The detachment has 22 technicians evenly split between a civilian and military work force, who diligently work together to install, maintain, and operate the base communications infrastructure and security requirements. This is no small task considering there are more than 60 tenant commands as well as base housing tenants relying on them.

The Electronic Key Management Systems (EKMS) manager coordinates and manages the issue, receipt, and inspections of Communications Security material and equipment to Naval Station GTMO to include every tenant command, from J6 within the Joint Task Force to the Marines stationed along the fence line of Cuba.

The base communications office consists of the front office, cable shop, install shop, and central office. The front office receives all trouble calls, work requests and dig permits; maintains a multi-million dollar budget, consumables and repair parts; and is the primary point of contact between the long distance provider satellite communications and NCTAMSLANT DET GTMO.

The central office or main telephone exchange is run by three civilian technicians and one Sailor. They operate an additional four sub-exchanges throughout the base, including one across the bay and one in the Detainee camps; which makes updates and repairs a daunting task. In addition to their routine duties, the central office staff recently stood up a 911 emergency database providing base security with a new, 100 percent reliable means of responding to any emergency.

The Sailors, contractors and civilian employees epitomize how joint civilian and military ventures can work. "The teams work seamlessly together as they install, maintain, and repair all copper and fiber optic circuits from the switch to the end user; creating a cradle-to-grave ownership process and resulting in outstanding customer service for a diverse variety of clients.

Some of the largest accomplishments to date include the completion of Camp Justice's Expeditionary Legal Complex and Media Center, home of the first of its kind facility with video teleconferencing capability; moving the Cuban communications link – a unique voice line with Communist Cuba – to the new Emergency Operations Center; and providing voice communication capability to all the Marine Observation Posts responsible for the security of the 22-mile fence line with Cuba.

(Left to right) CE2 Daniel Rector and IC2 Carlo Magtoto running phone and NIPR cable through the overhead at the Military Working Dogs Kennel.

NCTS SICILY UPGRADES ITS CAPACITY & CAPABILITIES

Story & photo by ET2 Craig Black, NCTS Sicily

Throughout history, communications have played a vital role in the success of military operations. Accurate and timely information has always been critical to mission accomplishment.

In early times, commands or orders were given using hand signals, horns, drums, smoke, fire or flags. The greatest limitation to these types of communications was range; the sender and receiver had to be within close proximity. This was not a big issue as battlefields were smaller, but as time went on and with the advent of larger weapons, battle spaces grew. Transmission range requirements increased, and new technologies were implemented to meet these needs.

First, telephones and radios were employed, and then came the introduction of satellite communications. Today, we are seeing advances in technology that increase the speed and capacity of information transfer.

The Naval Computer and Telecommunications Station, Sicily is taking part in employing tomorrow's technologies. NCTS Sicily is in the process of upgrading a current system, HF SCOPE and installing the next generation of Ultra-High Frequency satellite communications and the Mobile User's Objective System (MUOS).

HF SCOPE is an automated, High-Frequency Air Force system that utilizes a ground LAN/WAN infrastructure coupled with 14 transmitter and receiver facilities throughout the world. It allows for command and control connections to deployed strategic and tactical aircraft and ground command posts. This system supports almost all DoD HF applications and is designed to adhere to the DoD Information Assurance Certification and Accreditation Process (DIACAP) for transmittal of secure information. Its primary control hub is located at Andrews Air Force Base in Maryland.

This system became operational in February of 2001 and has been the mainstay of Air Force HF communications in Sicily for seven years. HF SCOPE will soon be expanded to more than double the capability of the current system. The upgrade will include 10 new transmitters and receivers coupled with the installation of the Any Console/Any Station capability which allows the user to configure any console located at the Central Network Control Station at Andrews AFB to operate anything from a single station to a multiple number of stations. Once complete, the upgrade will allow the Navy to make use of a newer, more reliable and cost effective HF system for all HF requirements.

New technology continues to be discovered and manufactured on a daily basis in the military as well as in the civilian sector. MUOS is taking advantage of Third Generation (3G) cell phone technology. 3G technology can facilitate everything from simple voice and text messaging to internet access and streaming video. While cell phones employ a network of cellular transmit towers, MUOS will accomplish connectivity through four on-orbit satellites. These satellites will connect the user on the ground, in the air or at sea with the command and control center with real time point-to-point information.

MUOS will permit global coverage and dense foliage penetration through UHF transmissions; sending the right data to the right person at the right time, improving co-ordination between U.S. and allied Soldiers, Airmen, Marines and Sailors around the world. MUOS is set to replace the aging Ultra-High Frequency Follow-On (UFO) as well as the Fleet Satellite Communications (FLTSATCOM) systems by 2013.

Members from Naval Radio and Transmitter Facility, Sicily; NCTS Sicily and NAS Sigonella join contractors in a ground breaking ceremony for a MUOS sattelite station in Sicily.

Each MUOS satellite contains two payloads – Wideband Code Division Multiple Access (WCDMA) and Legacy. The MUOS constellation with WCDMA payload will provide 1,997 simultaneous accesses worldwide (39.2 Mega Bits per second total).   WCDMA is a wideband spread-spectrum 3G mobile telecommunication air interface that utilizes code division multiple access (or CDMA the general multiplexing scheme, not to be confused with CDMA the standard). It provides simultaneous support for a wide range of services with different characteristics on a common 5MHz carrier. Additionally, each satellite will also have Legacy payload equivalent to UFO-11. It is by far the most advanced Narrowband satellite system to date.

NCTS Sicily looks forward to the opportunities presented by these upgrades and installations to better serve the needs of its fleet and shore customers. The prospect of leading the way with cutting edge technology has proven to be both exciting and fulfilling for all personnel involved, both officer and enlisted alike.

LT Terry Traweek, officer-in-charge, Naval Radio Transmitter Facility Sicily, where both the HF SCOPE upgrade and MUOS installs are occurring, said, "We are very excited to be a part of the future of communications for the U.S. and our allies. Things like this make our jobs worthwhile." ✪

Navy Volunteers make time for specialized tutoring at MHS School

Story & photos by Jackie Vitow-Allen, Station Break Staff

Menwith Hill's Department of Defense Dependents (DoDDS) Elementary and High School has partnered with volunteers to offer students the chance to participate in a weekly tutoring and mentorship program. The Partnership in Learning Program (PLP), a Navy base-wide program, is held in the MHS School's media center each week, and provides educational support to children of all ages.

"The Partnership in Learning Program is an extremely rewarding volunteer opportunity and a great avenue to give something back to the MHS community," said CDR Dave Carson, MHS Navy Information Operations Command commanding officer and tutoring volunteer.

Carson, along with CT2 Lyndsey Fitzgerald, CT1 Rita Freshour, U.S. Air Force Tech. Sgt. Tabitha Bowman, and other volunteers, meet regularly with the children to enhance their classroom studies.

Bowman, assigned to the 421st Air Base Squadron, was put in contact with the Navy volunteers when she contacted the school directly to offer her tutoring time.

"For most of the year, I work with an 8-year-old boy in reading and spelling," said Bowman. "It's fun, and I enjoy seeing them [students] improve."

The volunteer tutors assist in reinforcing a particular area of study, focus on mitigating any academic challenge a particular student might demonstrate, help with homework assignments geared toward math and reading activities, observe computer-based learning abilities and aid in following a curiosity that extends beyond the classroom.

The educational support received is unique to each child. For example, during one session, 15-year-old Katherine Townsend sat opposite Carson (who was a mathematics major at the U.S. Naval Academy in Annapolis, MD) and received specialized tutoring on her geometry homework assignment. Carson acknowledged that his education and expertise is a useful resource for students like Katherine and other more advanced students hoping to strengthen their skills for more challenging courses or prepare for college.

Fitzgerald provides similar help for students. During the same session, she sat with 8-year-old Weston Null, reading Amazing Poisonous Animals. Together, they read, examined the photos and discussed the traits of snakes. Fitzgerald explains that her reasoning for volunteering with Partnership in Learning is to give back to the community.

CT2 Lyndsey Fitzgerald volunteers her time to read with an MHS student during a Partnership in Learning tutoring session.

CDR Dave Carson, commanding officer NIOC Menwith Hill, UK, shows MHS student Kat Townsend how to work a math problem during a tutoring session.

"I thought it was a good thing to do," said Fitzgerald. "I believe in the idea of community service."

Fitzgerald, the MHS program's coordinator, works with parents and teachers in identifying each child's strengths and weaknesses. She is dedicated to imparting her knowledge and presenting an enjoyable venue for the students under her wing.

"They're good kids. I have fun and I am getting something from this as well," she said.

Hand in hand with PLP is the Monthly Reading Program (another Navy initiative) and Fitzgerald partakes in this monthly activity as do other PLP participants. At the monthly reading volunteer activities, participants help students by reading a book to them. "Programs such as these are essential in stimulating a child's mind," concluded Fitzgerald.

NAVY MWR helps School gain Weight Training Equipment

Story & photos by MC3 Louis Batchelor, NIOC Sugar Grove, Public Affairs Office

Sugar Grove, WV -- From tutoring area students to renovating playground equipment, Navy Information Operations Command, Sugar Grove has enjoyed a great relationship with schools in the surrounding area.

The Morale, Welfare and Recreation Department here recently donated weight-training equipment to Pendleton County High School. MWR received new gear for the Sailors on base and was able to provide the used equipment to the high school via an official DoD disposition program that allowed the school to acquire the equipment at a minimal cost.

"This is a great thing to see coming from the base community," said Charles Hedrick. Hedrick is the principal at PCHS. "This is something the school would not have been able to afford on its own."

Greg Smith, PCHS basketball coach and weight-training instructor, agreed. "This equipment is in great shape and safer than our old equipment," he said. "It is an awesome thing that the base is helping us out."

Austin Godel, a student at PCHS, is also very grateful for the addition of the weight equipment at the high school. Godel is a resident of the base and has previously used the training equipment to prepare himself for upcoming sports seasons. "It's great ... what the Navy is doing for the school," said Godel. A sophomore at PCHS, Godel is a two-time state qualifier in track and a varsity soccer player.

Former NIOC Sugar Grove Commanding Officer, CDR Joe Boogren, praised MWR Director Keith Hill and Installation Antiterrorism/Force Protection Officer (and School Board member) Rick Gillespie for their efforts to complete this project. "Mr. Gillespie is incredibly dedicated to supporting our County School System and its student athletes. He did the legwork to ensure we could legitimately do this, and he and Mr. Hill tracked and prodded this long process to completion."

(Above) MWR volunteers unload donated weight-training equipment at Pendleton County High School. (Right, left to right) Charles Hedrick, principal at PCHS joins NIOC Sugar Grove's MWR Director Keith Hill and Rick Gillespie following a recent donation of weight-training equipment to PCHS.

NCTAMSPAC Commanding Officer, CAPT Janet Stewart, makes a presentation to Pearl Harbor survivor, Arnie Schwichtenberg, and his wife, Lilly. IT2 Tomaszewski, Schwichtenberg's niece and NCTAMS Sailor, is also pictured (center).

NCTAMSPAC hosts Pearl Harbor Survivor

Story & photo by LCDR Todd Chipman, NCTAMS PAO

Naval Computer and Telecommunications Area Master Station Pacific recently had the opportunity to honor two members of the "Greatest Generation." Arnie Schwichtenberg, a Pearl Harbor survivor, and his wife Lilly, were hosted by CAPT Janet Stewart, commanding officer of NCTAMSPAC, and their niece, IT2 Shannon Tomaszewski, a Sailor stationed at NCTAMSPAC.

Stewart presented Schwichtenberg and his wife with a letter of appreciation for their service to our country, command coffee mugs, a command coin, and a signed picture of the Satellite Communications Facility.

The Schwichtenbergs were also invited to NCTAMSPAC's annual command picnic, where Arnie, a WWII veteran, delivered the Invocation and the Pledge of Allegiance to kick off the festivities.

According to Schwichtenberg the morale at NCTAMS was terrific. "We really enjoyed our stay," he said.

Schwichtenberg was onboard the minesweeper USS TREVER (DMS 16) as a Fireman when the attack on Pearl Harbor occurred.

The TREVER sortied out to sea and engaged aircraft with her .50-caliber Browning machine guns. He was responsible for shooting one enemy plane down and contributed to another's demise.

Schwichtenberg served in the Navy from September 1940 to August 1946 and advanced to chief diesel machinist mate. Since the attack on Pearl Harbor, he has visited Hawaii at least 25 times. As an active member of the Navy League, he returned to Pearl Harbor for the 65th Anniversary in December 2006.

"I will take my fondness of CAPT Stewart, the NCTAMS Sailors, and stories of great morale back to the Navy League in Florida," he said.

During his recent visit to Hawaii, Schwichtenberg was also able to spend some time at the Arizona Memorial signing books and talking with visitors.

NCTAMSLANT Sailor earns FMF Qualification

By Gievanna Jones, NCTAMSLANT
Public Affairs Office

LT Antheus Hebert reported on board Naval Computer and Telecommunications Area Master Station Atlantic last October to work in the Operations Department as a Joint Fleet Telecommunications Operations Center watch officer.

Shortly after his arrival, he volunteered to become an Individual Augmentee and traveled to Base Command Group Al Asad Air Base in Iraq.

There, Herbert was assigned to Tactical Control 3rd Marine Wing as the N6 division officer, where he was in charge of 12 military members and five civilian contractors who provided services for the IT Helpdesk, NIPR/SIPR, and Armed Forces Network (AFN) staff.

Hebert and his team provided communications and network support to more than 20,000 customers in the Anbar Province. They also managed 13 SPAWAR Internet Cafes, phone centers, and Video Teleconferencing capacity to help boost the morale and welfare of our armed forces serving overseas in support of the Global War on Terrorism.

During Hebert's spare time, he decided to learn as much as possible about what role the Marines played in Iraq, and as a result, became Fleet Marine Force (FMF) qualified – a unique qualification for Navy members. To qualify, he had to complete an extensive Personnel Qualification Standard package, which included working closely with U.S. Marine Corps members at various watch stations (armory, aircraft, tactical vehicles, etc.), and learn the details of those jobs well enough to perform them to the satisfaction of his fellow Marines -- the "experts" in their areas of responsibility.

Once Herbert successfully completed each task, a signature was obtained from the qualifying expert. He then met with the FMF board, which consisted of a Marine Corps major, a Navy commander and a Navy lieutenant, to further test his knowledge.

"The board was intense and lasted for about an hour," Herbert said. "Each officer asked me a series of questions to ensure I was knowledgeable in each area of responsibility. The hardest obstacle for me was to find time to complete the tasks listed in the PQS. I had to speak to a lot of people to stay in the loop to find out when the tanks would be rolling or when they would be firing rockets."

Herbert said the physical requirements were also a challenge.

"I had to endure a six mile march wearing full body armor and pass the Marine Physical Readiness Test in which I completed 15 pull-ups, 80 push ups, and ran three miles in 24 minutes," he said.

As a result of his dedicated efforts, Hebert reported back to NCTAMSLANT not only as a JFTOC Watch Officer but as a Fleet Marine Force Qualified Naval Officer.

Official U.S.Navy Photos

(Left) LT Antheus Herbert prepares to qualify on the pistol range, one of many tasks he completed to become Fleet Marine Force (FMF) qualified. (Inset) Herbert proudly displays his FMF certificate ... as he is now not only a JFTOC Watch Officer, but an FMF Qualified Naval Officer.

(Left to right) Gen. David H. Petraeus, former commanding general Multi-National Force – Iraq poses for a photo with LCDR Jason Cornelison an Individual Augmentee from NIOC Texas. Cornelison has been in Iraq more than 14 months and is the Navy's Information Warfare Officer with the Multi-National Force Iraq Information Operations Task Force.
(Official U.S. Navy Photo)

NIOC Norfolk Sailors awarded Bronze Star

By NIOC Norfolk,
Public Affairs Office

Two Sailors assigned to Navy Information Operations Command Norfolk, VA, were awarded the Bronze Star for their support during recent deployments to Iraq. CTTCS Keith Upchurch and CTTC Scott Guden were deployed to Iraq as Individual Augmentees in support of the U.S. Army.

The two Sailors were both assigned as the primary assistant to the 3-2 Styker Brigade's Electronic Warfare Officer.

Upchurch and Guden supervised the training on Counter Radio Controlled Improvised Explosive Device (CREW) systems for more than 8,000 service members, and oversaw the maintenance and repair for these critical systems. The CREW systems are essential protection against the IED's that threaten patrols throughout Iraq. Upchurch and Guden's efforts helped save lives of the Stryker Brigade soldiers in an operating area that covers 20 percent of Iraq.

Upchurch was born in Summerville, MA, and moved to Chesapeake, VA, at a young age when his father was stationed in Norfolk with the Navy.

He joined the Navy after graduating from high school, and has been in for 22 years. Upchurch said, "The IA was rewarding, not with what I got out of it, but with the impact I had on others. A lot of deployments on ships involve training, and then going out and not seeing an impact that you do when on an IA."

Guden was born and raised in Marshfield, WI.   The Bronze Star presentation came as a surprise during his recent retirement ceremony. "The IA was very fulfilling," Guden said "working hand in hand with the Army, helping to protect them and having a direct effect by saving lives.

Both Sailors said the hardest part was being separated from their families. "I missed a lot of their development during the long deployment," Guden said of his children.

But, the men were able to keep the hardships that come with serving on an IA assignment in perspective.

"You get used to the mortar fire every night, and living conditions were bearable," Upchurch said.

Official U.S.Navy Photos

CAPT Gregg K. Smith & CTTCS Keith Upchurch

CAPT William Leigher & CTTC Scott Guden

Sailor & Coast Guardsman go for World Record Handshake for Charity Event

Story from NCTAMSPAC Public Affairs Office
Photo by Petty Officer 3rd Class Michael De Nyse, U.S. Coast Guard

In August, CTT3 Kirk Williamson, a cryptologic technician stationed at Kunia Regional Security Operations Center and U.S. Coast Guard Petty Officer 1st Class Richard McCulley, an intelligence specialist stationed at Cryptologic Unit-Hawaii shook hands for charity and possibly a world record breaking time at the Aloha Stadium Swap Meet, a tri-weekly community event/flea market.

The two petty officers shook hands for what is (at press time) being evaluated for a possible Guinness Book world record breaking time of 10 hours, smashing the old record of nine hours and 19 minutes set in 2006. In addition to the record, they also raised $1,337 for charity, all of which will be donated to Big Brothers, Big Sisters of Honolulu.

"It's been a real pleasure to be able to contribute to a charity for doing something so little as shaking hands," said McCulley. "I feel it's amazing that I can contribute something to the community, and it just goes to show that anybody, if they take the time, can offer something back in their own unique way."

According to Williamson, not only did the event generate a positive fund raising effort, but it also brought awareness and some potential future volunteers to the program. "It's great to be able to raise some money for such a worthy cause, and it really shows how the Navy and the Coast Guard can work together to contribute in a positive way in our community," he concluded.

(Center left to right) U.S. Coast Guard Petty Officer 1st Class Richard McCulley, an intelligence specialist stationed at Cryptologic Unit - Hawaii and U.S. Navy CTT3 Kirk Williamson from Kunia Regional Security Operations Center, shake hands for charity and a possible world record. The old record was believed to be nine hours and 19 minutes. McCulley & Williamson are waiting to hear from Guinness' Book of World Records, as their time was 10 hours.
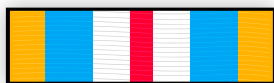
DEFENSE SUPERIOR SERVICE MEDAL

CAPT Lee Cardwell, NIOC GA

LEGION OF MERIT

CAPT Luther Alexander, NNWC Ft Meade
CAPT Sean Filipowski, NIOC GA
RDML Janice Hamby, NETWARCOM
RDML William Leigher, NIOC Norfolk
CAPT Michael Lopez-Alegria, NASA JSC Houston
CAPT Laura Marlowe, NETWARCOM
CAPT Edward Rosequist, NETWARCOM

BRONZE STAR MEDAL

LCDR Jerry Blackwell, 3rd Armored Cav Reg
CTR2 Joshua Chaney, 319th Mil Intel Bn
CTR1 Mark Gerwig, 319th Mil Intel Bn
CTR1 Brandon Sager, 319th Mil Intel Bn
YNC Christopher Turner, MNC - Iraq
LT Donald Wilson, CSTC - Afghanistan
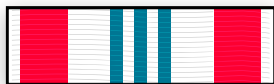
DEFENSE MERITORIOUS SERVICE MEDAL

CTMCS Susan Adams, NIOC Sugar Grove
ITCS Steven Allemang, NIOC MD
CWO2 Glen Bartley, MNF - Iraq
CTIC Stephen Bazo, NIOC HI
CWO3 Patrick Bell, MNSTC - Iraq
CTICS Thomas Berns, NIOC GA
CTNCS Rodrick Betts, NIOC HI
CTMC Tony Bollman, NIOC MD
CDR Joseph Boogren, NIOC Sugar Grove
LT Sarah Boutwell, 3d Armored Cav Reg
ITCS Jarrod Bray, MNC - Iraq
CTNC Joel Brown, NIOC MD
LNC Joseph Brown, TF 134, MNF-I
CTRC Everett Browning, NIOC Misawa
CTN1 Derick Bryant, NIOC MD
CTIC Alex Chung, NIOC MD
CTRC Roderick Collette, NIOC Misawa
CTRCM Kendall Crisp, NIOC MD
CWO4 Kathleen Demet, DCS Norfolk
CTIC Barry Esplan, NIOC MD
CTI1 Dylan Foster, NIOC MD
CTTCS David Gallagher, NIOC CO
CTNCS James Garcia, NIOC MD
CTI1 Nory Gonzalez, NIOC MD

LT Lonnie Griffith, NIOC HI
LCDR Reginald Hall, NIOC MD
CTRCM John Hamill, CSG USJFCOM Norfolk
LCDR David Hauswirth, NIOC MD
CTTCS Michael Henton, NIOC CO
CWO3 Bryan Holland, 101st Airborne Div
LCDR Ann Longboy, NIOC HI
CTTC Michael Malinis, NIOC HI
LT Jeremy Martin, NIOC HI
LCDR Dale McGehee, NIOC CO
LT Alan Mengwasser, NIOC MD
CTICS Daniel Moore, NIOC GA
LT Josie Moore, 2nd Brig Combat Team
LCDR Michael Morton, NIOC Sugar Grove
CTRC William Mullis, NIOC GA
LCDR Andrew Newsome, NIOC MD
CTMCS Steven O'Toole, NIOC HI
CTN1 Charles Ramey, NIOC HI
GySgt Leon Ransom, USMC, NSA/CSS Ft Meade
CAPT Scott Reed, USMC, 82nd Airborne Inf Div
LT Emilie Reeths, NIOC MD
CTIC Michael Reglein, NIOC Texas
CTR1 Nayomie Richards, NIOC HI
CTRC Dennis Richardson, NIOC MD
CTNC Todd Sauers, NIOC MD
CTT1 Matthew Saxton, 3rd Inf Div
ITCS Edward Sexton, JFCC NNWC Ft Meade
LT Jeremy Speer, NIOC MD
LCDR Peter Spitale, NIOC MD
ITCS Sean Stewart, NIOC HI
GySgt Ryan Truitt, USMC, NIOC HI
CTRC Curtis Wallin, NIOC CO
CTTC James Wendel, NIOC CO
CTACS Alvin Wilson, NIOC MD
CTRCS Lloyd Winchell, NIOC MD
LT Keppel Wood, NIOC MD
LCDR William Wood, NIOC CO
CWO3 Kevin Youngblood, NIOC MD
CWO3 Sofio Zarsadias, NIOC HI

MERITORIOUS SERVICE MEDAL

CDR Eric Aaby, NETWARCOM
CTICM William Altizer, JLTC Ogden
CDR Herman Archibald, NCTS Bahrain
LCDR Robert Boshonek, NCDOC Norfolk
CDR Peggy Burke, NIOC Norfolk
CAPT Stephen Castinetti, NR NIOC Devens
CDR Donald Darnell, NIOC Misawa
CDR Allen Edmiston, GNOC Det Norfolk
CTRCM Donald Fields, NIOC GA
LCDR Dean Fisher, NIOC MD
LCDR Julie Fluhr, NETWARCOM
CAPT Vicente Garcia, NR NIOC Ft Meade
CAPT Paul Garvin, Naval Nuc Propulsion
CAPT Diane Gronewold, NNWC Ft Meade
CTACS Ruth Langlois, NETWARCOM
CDR Donald Lesh, NETWARCOM
LCDR Jeffrey Lloyd-Jones, NCTSI San Diego
CDR Donald Maixner, NR NIOC Ft Gordon
CDR Gary Melvin, NIOC Pensacola
CAPT William Rich, NCTAMSLANT
CMDCM Joseph Schnurbusch, NIOC Norfolk

CTTCM John Wilson, NNWC Ft Meade
CDR Neil Woodward, NASA JSC Houston

AIR MEDAL

IT1 Jeffrey Beyea, NIOC Bahrain
CTIC Marianne Carey, NIOC Bahrain
CTIC Jody Davis, NIOC Bahrain
CTI2 Kayla Deeter, NIOC Bahrain
CTI1 Anica Ditchkofsky, NIOC Bahrain
IT1 Steven Ditchkofsky, NIOC Bahrain
ENS Brian Greenfield, NIOC Misawa
IT3 Matthew Haldane, NIOC Bahrain
CTI2 Sierra Hartman, NIOC Bahrain
CTI2 Amy Haun, NIOC Bahrain
LTJG Christopher Johnson, NIOC Bahrain
IT1 Casey Kendall, NIOC Bahrain
CTIC Mark Lemley, NIOC Bahrain
CTI1 Jason Levandowski, NIOC Bahrain
ENS Andrew Lingg, NIOC Bahrain
CTI2 Zachary Matheson, NIOC Bahrain
CTI1 Felix Medina, NIOC Bahrain
CTI2 Jonathan Pahl, NIOC Bahrain
CTI2 Aletheia Payne, NIOC Bahrain
CTR2 Matthew Pistritto, NIOC Bahrain
CTI1 Salah Qadadah, NIOC Bahrain
ENS Michael Schmidt, NIOC Bahrain
CTR2 Arion Smith, NIOC Bahrain
CTI2 Alicia Stafford, NIOC Bahrain
CTI1 Heather Svajhart, NIOC Bahrain
IT1 Brandon Wheeler, NIOC Bahrain
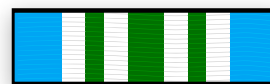
JOINT SERVICE COMMENDATION MEDAL

LTJG Michael Adams, NIOC HI
CTI1 Twighla Allen, NIOC GA
CTIC Ronny Amaya, NIOC GA
CTI2 Vanessa Anderson, NIOC GA
CTR1 Cristina Arcelay, NIOC HI
CTI2 Christina Arnesen, NIOC GA
CTR2 Steven Baglio, 1st Cav Div Iraq
CTIC Marc Baldwin, USNIC Sarajevo
CTI2 Ross Ballard, MNFI
LTJG Don Barber, NIOC MD
CTR1 Joey Barnes, NIOC MD
CTR1 Moniquet Batiste, CJTF - Bagram Air Base
CTT1 Marc Behnke, MNC - Iraq
CTM3 Todd Belongastange, NIOC MD
LT Morris Bender, NIOC GA
CTI1 Denver Bevins, NIOC GA
CTI1 Leigh Billeaud, NIOC MD
CTI2 Kevin Biro, NIOC GA
CTM1 Scott Blue, NIOC MD
CTT1 Wency Breboneria, NIOC HI
IT1 Hakim Bristow, CJTF - Horn of Africa
CTI3 Cassie Broussard, NIOC MD
CTIC Eric Cagle, NIOC MD
MGySgt Frank Cartledge, USMC, NIOC HI

CTNC Dave Collins, NIOC GA
CTI1 Suzanna Combs, NIOC GA
LT Scott Cone, NIOC CO
CTI1 Ryan Conway, NIOC GA
CTR2 Kevin Crocker, NIOC MD
CTI1 Karen Crooks, NIOC GA
CTIC George Culbreth, NIOC GA
CTR2 Gavin Cupp, NIOC Misawa
CTR2 Jason Davy, NIOC MD
CTN1 Jose Delavega, NIOC HI
CTR2 Michelle Delgado, NIOC Misawa
LCDR Gabriel Dennis, NIOC HI
LCDR David Durazzo, USCENTCOM MacDill AFB
CTT1 Amber Easter, NIOC CO
CWO2 Timothy Echeverio, NIOC CO
CTIC Micah Epley, NIOC MD
CTR2 Carlos Estevez, NIOC Misawa
CTR2 Bruce Fansler, NIOC GA
CTR2 Heather Fansler, NIOC GA
CTR1 John Felsing, NIOC Texas
CTR2 Christopher Fisher, NIOC MD
CTR2 Alisha Framel, NIOC HI
CTR1 Jonathan Framstad, NIOC Misawa
CTR1 Sherita Furman, NIOC MD
CTRC Jason Garland, NIOC HI
CTR1 Luis Gines, NIOC MD
IT1 Michael Gray, CSTC - Afghanistan
CTR2 Stephanie Greco, NIOC MD
LT Bobby Green, NIOC CO
CTR1 Matthew Green, NIOC MD
CTR1 Felix Guzman, NIOC MD
CTI2 Rebecca Hammel, NIOC GA
CTR2 William Harding, NIOC HI
CTI2 Matthew Harris, NIOC GA
CTN1 Angela Harrison, NIOC HI
CTT1 Jason Held, NIOC CO
CTR1 Charissa Hightower, NIOC HI
CTI1 Karen Hines, NIOC GA
CTI2 Brandon Hoekema, NIOC HI
CTMC David Hultberg, NIOC MD
CTR1 Thomas Hunter, NIOC MD
CTN1 Tiffany Jackson, NIOC HI
CTR1 Kari Johnson, NIOC MD
CTTC Juan Jones, NIOC CO
CTM2 Lamario Jones, NIOC MD
CTR2 Andrew Kalnbach, NIOC GA
CTR1 Robin Karnick, NIOC HI
CTIC Paula Keefe, NIOC GA
CTI2 William Kilgore, NIOC GA
CTR1 Thomas Kobzda, NIOC HI
YN2 Michelle Laret, DCS Norfolk
YN1 Loren Laub, Camp As-Saliyah, Qatar
LCDR Ann Longboy, JTF 519 Pearl Harbor
CTRCM William Lovejoy, NIOC MD
CTI2 Timothy Lowe, NIOC GA
CTR1 James Marino, NIOC HI
CTI1 Carrie McElveen, NIOC GA
CTR1 Joshua McGrew, NIOC MD
CTR2 Jeremiah McLean, NIOC MD
CTN2 John McNicholas, NIOC MD
SSgt Joseph Mendez, NIOC HI
CTNC Branden Miller, NIOC GA
CTI2 Travis Miller, NIOC GA
CTI2 Dennis Morgan, NIOC GA
CTR2 Mark Morgan, NIOC MD
CTR1 Gabriel Moore, NIOC MD
CTN1 Ryan Nardi, NIOC Texas

CTR1 Christopher Neal, NIOC MD
CTI2 William Norman, NIOC GA
CTT1 Shon O'Connell, CSG Key West
CTI1 Elizabeth Oestreich, NIOC GA
CTI1 Kirk Olson, NIOC MD
CTR1 Michael Ordal-Crockett, NIOC MD
CTI2 Katherine Parckys, NIOC GA
CTR1 Brian Peterson, NIOC CO
CTI2 Chase Philipp, NIOC GA
CTRC Lewis Proffitt, NIOC MD
CTI1 Joseph Randall, NIOC MD
Sgt Deric Rasmussen, USMC, NSA/CSS Ft Meade
LTJG Daniel Reddeg, NIOC GA
Cpl Douglas Rhoades, USMC, MNFI
CTN1 Brad Rice, NIOC MD
CTI1 Efrain Rivera, NIOC MD
CTR1 Jeremiah Rodriguez, NIOC GA
CTR2 Mary Russell, NIOC HI
CTR2 Hannah Ryder, NIOC HI
CTT2 Raymond Sanders, NIOC GA
CTI1 Traci Satterfield, NIOC GA
CTI2 Edward Savich, NIOC HI
CTR2 Richel Sayre, NIOC HI
CTI1 Kristin Schilling, NIOC GA
CTI1 Lisa Schmick, NIOC MD
CTN1 Steven Schwarzrock, NIOC MD
CTI1 Merryl Short, NIOC GA
CTN2 Jason Skief, NIOC MD
HM2 Richard Slaysman, NIOC MD
IT2 Gerald Smith, NIOC GA
CTI1 Amy Sojo, NIOC HI
LT Frederick Steves, CJTF 82 Bagram Airfield
CTI2 Ann Strohm, NIOC GA
CTR1 Jodi Sullivan, NIOC CO
CTR2 Michael Sumrall, NIOC MD
CTI2 Kevin Sweet, NIOC HI
CTI2 Julius Sykes, NIOC GA
CTI2 William Tavary, NIOC HI
CTI1 Christopher Taylor, NIOC MD
CTI1 Anthony Tezak, NIOC HI
CTR1 Donald Thompson, NIOC GA
CTN2 Jesse Thornton, NIOC HI
CTN1 Paul Thornton, NIOC MD
CTR1 Robyn Tyler, NIOC MD
CTI1 Adolf Vask, NIOC MD
ITCS Bryant Walker, SOCPAC
CTI2 Caleb Walser, NIOC GA
CTR1 Kevin Warner, NIOC Misawa
CTI2 Eric Westphal, NIOC GA
CTI2 Charlene Williams, NIOC HI
IT2 Jahjah Williams, HQ JTF
IT2 Che Woods, NIOC MD
CAPT Daniel Yi, USMC, NIOC HI
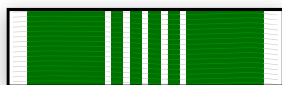
ARMY COMMENDATION MEDAL

CTR2 Benjamin Blake, CJSOTF-Afghanistan
ITCS Daniel Claycomb, Afghan RSIC-C
CTR1 Mark Gerwig, 2nd Stryker Cav Reg
CTI2 Alexander Johnston, HQ CJSOTF-Afghanistan
CTI1 Diana Oquendo, 525th Battlefield Surv Brig
CTR1 Miguel Ortiz, 2nd Striker Cav Regi
CTR2 Leann Workman, 525th Battlefield Surv Brig
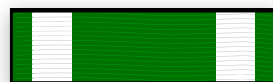
NAVY AND MARINE CORPS COMMENDATION MEDAL

LCDR Byron Alexander, NCMS Washington
ITC Halton Allison, NCTS FE Det Misawa
CWO3 Tommy Allgood, NNWC Ft Meade
CTRCM Frankie Alvarez, NIOD San Antonio
CTNCS Matthew Ansell, NNWC Ft Meade
CTTC Victor Apodaca, NIOC San Diego
YN1 Summer Bartlett, NIOC MD
CTRCM Joseph Bass, JCCS ONE
CDR Ruth Bates, NIOC Suitland
ETC Patricia Bealin, NCTS Bahrain
ITC George Belinsky, NCTAMSLANT Det HR
YNCS Ronald Belviy, NIOC HI
YN1 Georgette Bennett, NIOC MD
YNCS William Benton, NIOC Sugar Grove
LTJG Mark Bergem, NIOC HI
LCDR Jerry Blackwell, NETWARCOM
CWO3 Tracey Bowler, NIOC Suitland
ITCS Anthony Bradshaw, NMCI Det Norfolk
YN1 Mandy Bradshaw, NIOC Norfolk
CTOCS Mark Brahler, NIOC Suitland
YN1 Anthonio Brockington, NIOC Suitland
LTJG Kenneth Brooks, NIOC Norfolk
ITC Jeffrey Brown, NCTAMSPAC
LNC Ursula Brown, NIOC HI
CWO3 Marvin Burns, GNOC Det Norfolk
CTTCS Misty Caine, NIOC Norfolk
CDR David Campbell, NR NETWARCOM
ITCS Frank Cannizzaro, NCTS Sicily
CTTCS Christopher Carter, NIOC Norfolk
CTRCM Gregory Clark, NIOC Suitland
CWO3 Jacqueline Clifton, NCTAMSPAC
ETCS Joseph Cogar, NCTS Bahrain
NCC Surgann Coker-Bello, NIOC HI
IT1 Haneefah Collins, NCTAMSLANT
CTRC Tamara Collins, NIOD Digby
NCC Glaudenio Cruz, NCTS Naples
IT1 Corey Daniel, NIOC Suitland
CTR1 Jeffrey Davis, NIOC Suitland
CTIC Jody Davis, NIOC GA
YN1 Scott Davis, NIOC MD
LCDR Kenneth Demick, NETWARCOM
CWO3 Keith Denton, NIOC GA
IT1 Robert Domalik, NIOC HI
LCDR Elliott Dorham, NIOC Suitland
YNCS Kimtonja Douglas, NCDOC Norfolk
CTRCS Charlene Duplantier, NIOC HI
CTRC Michael Eberhardt, NIOD Kaneohe Bay
YN1 Richard Eckert, NIOC MD
CTIC Erick Edwards, NIOD Kaneohe Bay
ETC Mark Evans, NCTSCU Oklahoma City
CTIC Miguel Farina, NIOC GA
LT Craig Gabriellini, NETWARCOM
EMC Josielyn Gauthier, NIOC San Diego
NC1 Kenneth Gerig, NCTAMSPAC
YN1 Gerald Gibson, NCTS Bahrain
ETCM Timothy R. Gilchrist, NCTS FE Det Okinawa
ITCM Lonnie Gillilan, NCTSCU Oklahoma City
LT Marc Gonzalez, NIOC Whidbey Island
CWO3 Robert Gonzales, NIOC Yokosuka
LCDR Kimberly Graham, NIOC HI

LCDR Richard Green, NETWARCOM
CTN1 Patrick Griffin, NR NIOC Washington
CTOC Amy Hansen, NIOC Norfolk
IT1 Derek Hartman, NCTAMSLANT
NCC David Hatcher, NIOC San Diego
CAPT Thomas Heller, USMC, NIOC Norfolk
IT1 Joseph Henley, NCTAMSPAC
CDR Michelle Hillmeyer, NETWARCOM
CTI1 Ryan Hodler, NIOC Misawa
HMC Michael Holmes, NIOC GA
CTTC Charlotte Horton, NIOC Norfolk
CWO2 John Hughes, NCTS FE Det Diego Garcia
CWO3 Mark Hurst, NNWC Ft Meade
LT Jessica Huwa, NCTAMSPAC
LTJG Scott Ingram, NIOC MD
CE1 Uerial Irby, NCTS Jacksonville
CWO3 Jackie Jackson, NCTS San Diego
CWO4 Clifton Jenkins, NCTAMSPAC
CTRCS Anthony Johnson, NIOC HI
ITCS Mark Johnson, NMCSC Alexandria
LT Shane Johnson, NIOC HI
IT1 G J Jones, NCTAMSPAC
CTMCS Megan Jones, NIOC Norfolk
LCDR Todd Keeling, NIOC Texas
CWO3 Scott Lafountain, NCTS Naples
ITC Randall Lambert, NIOC GA
CTT1 Randy Lapo, NIOD Kaneohe Bay
LCDR Paul Lashmet, NIOC MD
LTJG Jason Laurion, NIOC MD
CDR David Lee, NR NIOC Detroit VTU
CTRC Joseph Lemanek, NIOC Whidbey Island
LT Jeffery Lindholm, NIOC Suitland
LT Jeffrey Little, NIOC Suitland
LTJG Jennifer Lovejoy, NNWC Ft Meade
CTN1 Chase Lowman, NCDOC Norfolk
LCDR James Lucci, NIOC Norfolk
CDR Brian Luke, NIOC Suitland
CWO3 Shelia Lynum, NIOC MD
ITCM Julio Maldonado, NCTS FE Det Okinawa
CDR James Mancher, NR NIOC Great Lakes
LT Nick Martinez, NIOC Norfolk
ITCM Marcia A. Maynard, NCTAMSLANT
Det HR
ITC James McCarty, NCTAMSPAC
CTTCS Kenneth McDonald, NIOC Norfolk
LCDR Sheila McMahon, NNWG Ft Meade
CTTCS Michael Mellin, NIOC Whidbey Island
IT1 Cortney Michael, NIOD Groton
LCDR Michael Miller, NETWARCOM
CTIC Gabriel Morris, NIOC Bahrain
CTIC Brian Myers, NIOC GA
CTN1 Dang Nguyen, NIOC Norfolk
CMDCM Elizabeth O'Brien, NCTS Bahrain
LT Benjamin Offutt, NCTSI San Diego
CTTCS Samuel Olmstead, NIOC San Diego
LCDR Karla Olson, NCTAMSPAC
CTRCS Margaret Oltman, NR NIOC Denver
CTM1 Paul Osborne, NIOC HI
CTI1 Christopher Oshlo, NIOC MD
CTI1 Mary Oshlo, NIOC Suitland
CTRC William Penning, NIOD Alice Springs
CAPT Erik Perez, USMC, NETWARCOM
CTRC Erin Piazza, NIOC Misawa
CTT1 Marion Porciuncula, NIOC Norfolk
LCDR Jeffery Post, NCTAMSPAC
LT David Purkiss, NCTAMSPAC
CTM1 Shane Raulerson, NIOD Groton

LCDR Kevin Rigney, NR NCTAMSPAC Det San Pedro
CTIC Terrence Riney, NIOC GA
ITCS Oscar Robaina, NCTSCU Det PAX River
LCDR Terry Robinson, NETWARCOM
LCDR William Rodgers, NIOC Suitland
CTI1 Ryan Roe, NIOC GA
LCDR Roger Rogers, NIOC Norfolk
CTIC Catherine Ronco, NIOC HI
NCCS Toby Ruiz, NCTAMSPAC
CWO3 Carlos Santos, NETWARCOM
CTTC Stephen Sardeson, NIOC Norfolk
LT Darren Schiermeyer, NIOC GA
ENS Michael Schmidt, NIOC Bahrain
LT Brian Schulz, NIOC Misawa
CTI1 Rebecca Schumacher, NIOD Brunswick
CDR Michael Shackelford, NR NETWARCOM
CTRC Michael Shanks, NIOC Whidbey Island
ITC Deon Simmons, NCTS Bahrain
ITC James Simon, NCTS Naples
NC1 Hopeton Skyers, NIOC GA
IT1 Lorenzo Small, NIOC Norfolk
CTMC Karl Snyder, NNWC Ft Meade
LTJG David Spalding, NIOC GA
LCDR Joseph Sroda, NIOC GA
ITC Daniel Still, NCTAMSPAC
ITC James Stockman, NCTAMSPAC
CDR Jeffrey Stuart, NETWARCOM
CTI1 Michael Suggs, NIOC MD
CTMC Jonathan Tipton, SURFLANT Norfolk
YNC April Torres, NIOC San Diego
CTR2 John Tortorano, NR NIOC Ft Worth
ITC Carrie Tudor, NCTAMSPAC
IT1 Jose Vela, NCMS Det San Antonio
LT Aileen Villano, NIOC Suitland
YNC Joseph Villarreal, NIOC MD
CTTCS Yolanda Wade, NIOC Norfolk
CTIC Christopher Washburn, NIOD Brunswick
CTT2 Jason Waters, NIOC HI
CTR1 Eric Webb, NIOC Suitland
CTRCM Darin Williams, NIOC Yokosuka
ITCS Dean Wilson, NCTS FE Det Diego Garcia
LT Scott Wilson, Base Cmd Grp Al Asad
ITC Sarah Wood, NCTAMSPAC
CTMC Duain Woodruff, NIOD Groton
LCDR Earl Wooten, NCMS Washington
LTJG David Wright, NIOC GA
LT Joel Yates, NIOD Kaneohe Bay
YN1 Terry Young, NIOC HI
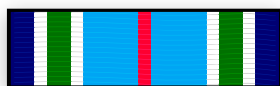
JOINT SERVICE ACHIEVEMENT MEDAL

CTI1 Bobbi Allen, NIOC HI
CTNCS Matthew Ansell, NNWC Ft Meade
CTR3 Kelsey Bacher, NIOC MD
CTI2 Ross Ballard, NIOC MD
CTI2 Francis Barry, NIOC GA
CTR2 Joseph Baskin, NIOC MD
CTN1 John Berry, NIOC HI
Cpl Paul Bidlack, USMC, NIOC HI
CTR1 Nicholas Blanton, NIOC CO
CTI2 Steven Bloom, NIOC HI

CTN1 Jeremiah Bonner, NIOC MD
CTM3 Jeffery Brister, NIOC HI
CTI2 Ryan Bristol, NIOC HI
CTR2 Jonathon Brooks, NIOC HI
CTAC Ann Brown, NIOC MD
CTR2 Nicole Brunner, NIOC HI
CTR2 Michelle Buchs, NIOC HI
RP2 Sean Burger, NIOC HI
CTI2 Alicia Campbell, NIOC Texas
YN1 Gabriel Charron, MNFI
CTT1 Ryan Coffin, NIOC CO
LTJG Agustin Collazo, NIOC GA
CTR2 Abbey Colunio, NIOC MD
CTT2 Kathleen Cooper, NIOC CO
CTI2 Shelby Courtney, NIOC GA
CTR3 David Crabtree, NIOC HI
Sgt David Crawley, USMC, NIOC HI
CTN1 Melvin Crawley, NIOC MD
CTR2 James Cunningham, NIOC MD
CTI2 Ariel Cupp, NIOC GA
CTR3 Derek Damore, NIOC Misawa
CTN1 Darrell Dao, NIOC MD
ENS Daniel Ditchburn, NIOC GA
CTI2 Kevin Dyer, NIOC GA
CTI2 John Ehlers, NIOC GA
ENS Christopher Foster, NIOC GA
IT2 Matthew Fowler, NIOC GA
CTI2 Ryan Gallagher, NIOC GA
ITC Victoria Gates, Camp As Sayliyah, Qatar
CTI2 Alissa Gianfortone, NIOC GA
CTR1 Ian Goodloe, NIOC CO
CTR1 Aaron Grant, NIOC CO
CTN1 Joseph Hake, JFCC NNWC Ft Meade
CTT3 Christopher Hancock, NIOC CO
CTN2 Cassondra Harris, NIOC HI
CTI2 Renee Harward, NIOC HI
CTI2 Jennifer Hemkes, NIOC GA
CTI2 Ryan Hendricks, NIOC GA
CTI1 Olimpia Herlo, NIOC GA
CTI2 Jennifer Hinkley, NIOC HI
CTR2 Christopher Hoge, NIOC HI
CTR3 Kristin Hontz, NIOC HI
CTI2 Joni Horton, NIOC GA
CWO3 Mark Hurst, NNWC Ft Meade
CTR2 Joshua Keller, NIOC MD
CTI2 Jennah Kemp, NIOC GA
CTI2 Christopher Kenney, NIOC GA
CTR3 Patrick Kennedy, NIOC Misawa
CTR1 Daniel Kruse, NIOC CO
CTI2 Kerry Johnson, NIOC GA
CTRC Cynthia Lee, NIOC GA
CTI2 Nicholas Lombard, NIOC GA
CTI2 Christopher Maretta, NIOC HI
CTI2 Jacqueline Martin, NIOC HI
CTR1 Jason Martin, NIOC GA
Sgt Shawn Martin, USMC, NIOC HI
LT Wanda Martin, NIOC MD
CTR1 Analisa Martinez, NIOC CO
CTR2 Chandra Mason, NIOC HI
CTI2 Nicolas Mora, NIOC GA
CTR2 Chad Myers, NIOC HI
CTN2 Jamil Nelson, NIOC MD
CTR2 Bryan Paap, NIOC MD
CTR2 Daniel Pardi, NIOC HI
CTN2 Kenneth Posey, NIOC HI
CTR1 Bruce Ramsey, NIOC GA
Sgt Miguel Rangel, USMC, NIOC HI

CTI2 Casey Ratliff, NIOC GA
CTI2 Allison Reagan, NIOC GA
CTI2 Joseph Reynolds, NIOC GA
CTR2 Virnalisse Rodriguez, NIOC MD
CTI2 Arwyn Rydecki, NIOC HI
IT2 Joseph Saucedo, NIOC HI
CTR1 Adam Schmidt, NIOC GA
CTI2 Briar Schnuckel, NIOC GA
CTR2 Zachary Schulz, NIOC HI
CTI2 Bailey Sharbrough, NIOC HI
CTR2 Mark Snoddy, NIOC GA
CTM3 Tobiah Spingath, NIOC HI
IT2 Nicholas Starr, NIOC HI
CTR2 Jamey Stewart, NIOC GA
CTR2 Richard Swank, NIOC Texas
CTT2 Angelia Sykes, NIOC CO
CTI2 Kimberly Taylor, NIOC HI
CTT1 Cheryl Theeke, NIOC CO
CTT1 Christopher Thomas, NIOC CO
CTI2 Jason Thompson, NIOC GA
CTI2 David Toledano, NIOC GA
CTT3 Joshua Townson, NIOC CO
CTT1 Charles Tucker, NIOC CO
CTI2 Edward Vigen, NIOC HI
CTI2 Jerry Wagoner, NIOC GA
GSE2 Neil Walker, NIOC HI
CTI3 Donald Webb, NIOC GA
IT1 Frederick Weidle, CSTC - Afghanistan
LTJG Eric Weiss, NIOC MD
IT1 Brandon Wheeler, NIOC GA
CTI2 Uschi Williams, NIOC GA
CTR2 Aaron Wilt, NIOC MD
CTN1 Dedra Wolff, NIOC MD
CTI2 Angela Wood, NIOC GA
CTI2 Michael Yandell, NIOC HI

ARMY ACHIEVEMENT MEDAL

CTR1 Thomas Caris, NE ARISC Ft Dix
CTR1 Miguel Ortiz, 2nd Brig Special Trps Bn
LT Frederick Steves, JTF Paladin Bagram
IT1 Thomas Zacher, NIOC MD

NAVY AND MARINE CORPS ACHIEVEMENT MEDAL

IT2 Adelina Abad, NCTS Bahrain
ET1 Robert Aerts, NCMS Washington
EN1 Guadalupe Aguilar, NCTS Sicily
CTI1 Terena Ahlers, NIOC Suitland
CTR1 Michael Aldridge, NIOC HI
IT1 Larry Alfier, NCTS Sicily
IT2 Ronald Alford, NCTAMSLANT Det Souda Bay
IT2 Kimaon Ali, NCTS Bahrain
IT1 Clark Allen, NCTAMSPAC
CTI1 John-Mark Allen, NIOC Suitland
IT1 Newton Allen, NMCI Det Norfolk
LTJG Joseph Anderson, NIOC HI

IT2 Matthew Antunez, NCTAMSPAC
IT1 Michael Arduca, NETWARCOM
IT1 Christopher Arseneault, NCDOC Norfolk
NC1 Richard Askew, NCTS Bahrain
IT2 Mark Aure, NMCI Det San Diego
IT2 Teresa Avillan, NCTS Bahrain
IT2 Amber Baltutis, NCTSCU Oklahoma City
IT2 Alfred Banayat, NCTS Guam
ET1 Raymond Banks, NCTS Bahrain
AMAA Matthew Barba, NCTS Sicily
CTN2 Steven Bartosik, NIOC Norfolk
CTR2 Megan Beals, NIOC GA
YN3 John Beckwith, NCTS Naples
CTR2 Lucas Bedard, NIOC Bahrain
IT2 Amber Beets, NCTAMSPAC
ITC Sandra Beggs, ECRC Norfolk
IT2 Nicholas Belder, NCTS San Diego
IT2 Daniel Bellnoski, NCTAMSPAC
IT2 Andrea Benson, NCTAMSPAC
CTI1 Michael Berland, NIOC GA
CTR2 Carl Blackston, NIOC Bahrain
CTI1 Beverly Blackwell, NIOC MD
IT2 Christopher Blazer, NCTAMSPAC
IT1 Marlon Blue, NCTS San Diego
SK1 Nana Bonsu, NIOC Pensacola
LT Kenneth Box, NETWARCOM
CTNC Steven Bozek, NIOC Pensacola
CTR1 Mikell Bradley, NIOC Misawa
SK1 Christopher Brand, NCTAMSPAC
IT2 Richard Brasuell, NCTAMSLANT
ET2 Donald Brazeal, NCTAMSPAC
SK1 Christina Breeden, NCTAMSPAC
IT1 Virgil Brewer, NCTAMSPAC
CTM1 Matthew Brindley, NIOC HI
IT1 Casper Broadus, NIOC Norfolk
IT2 Charles Broadway, NCTS Naples
CTI2 Brian Brocksmith, NIOC GA
IT2 Danielle Brown, NCTS Bahrain
IT1 GA Brown, NCTS Naples
IT1 Terrale Brown, NCTS Bahrain
SK2 Sherlon Brooks, NCTS Bahrain
IT2 Thomas Brume, NCTSCU Oklahoma City
CTI2 Adam Bryant, NIOC Bahrain
CTT2 David Buchtel, NIOC HI
EN1 Bobby Buck, NCTS Naples
IT2 Sandra Burbano, NCTS Naples
CTR1 Lamar Burch, NIOC San Diego
IT2 Charles Businda, NCTAMSLANT
IT1 Kadrom Byrd, NCTAMSPAC
IT1 Darry Caldwell, NETWARCOM
CTR1 Sharieca Calvin, NIOC Misawa
CTI1 Arturo Campbell, NIOC Texas
IT2 James Carson, NIOC HI
IT1 Javier Castro, NCTAMSPAC
SK1 Robin Castro, NIOC Texas
LTJG Eren Cataloglu, NIOC Yokosuka
CTI1 Michael Chambers, NIOC Texas
LT Paul Chen, NR NCTAMSLANT Det Norfolk
IT2 Andrew Choquette, NCTS Jacksonville
IT1 Robert Clark, NIOC MD
IT2 Shantae Clark, NCTAMSPAC
IT3 Christipher Clayton, NCTAMSLANT
CTI2 Geoffrey Clift, NIOC HI
ET1 John Cloo, NCTAMSPAC
IT3 Ashley Cole, NCTS Naples
CTR2 Chad Coons, NIOC Misawa
IT2 Mark Corriveau, NIOC San Diego

IT1 Britton Couch, NCTS San Diego
CTNC Rachel Cowey, NIOC Pensacola
ET1 Dana Cowher, NCTS Bahrain
CTR2 Keith Craver, NIOC HI
IT2 Casey Crawford, NCTS Bahrain
IT3 Christina Crawford, NCTAMSPAC
CTR1 Kevin Crawford, NIOC GA
LT Patricia Cregger, NIOC MD
ENS Bradley Crocker, NIOC HI
CTI1 Jon Cryor, NIOC MD
IT2 Douglas Curtis, NCTS Bahrain
CTR2 John Dapore, NIOC HI
IT1 Justin Davis, NCTS Bahrain
IT2 Amanda Dawson, NCTAMSPAC
CTI1 Christina Debartolo, NIOC Misawa
CTI1 Jaime DeJesus, NIOC Texas
IT2 Holly De Los Santos, USS PELELIU (LHA 5)
ITC Charlotte Derricott, NCTS Jacksonville
ITC Jerald Dever, MARS Groton
EN2 Heidy Dial, NCTS San Diego
IT1 Steven Ditchkofsky, NIOC Bahrain
OS1 Amanda Doige, NCTSI Det ONE San Diego
CTR1 Cristobal Dominguez, NIOC Misawa
IT2 Ziggy Doom, NCTS Bahrain
IT2 Willie Dowling, NCTS Bahrain
IT1 James Drayden, NCTAMSPAC
IT1 Christopher Duesler, NIOC Pensacola
CTN1 Joshua Dugger, NIOC GA
ET3 Trevor Dungan, NCTS Bahrain
CTT3 Wayne Earl, NIOC GA
CTM2 Kevin Edwards, NIOC Norfolk
SW2 Riley Edwards, NCTS Naples
BU2 Jared Ellis, NIOC HI
IT1 Charles Ellison, NCTS Bahrain
CTI2 Carroll Eppard, NIOC MD
CTN1 Christopher Erickson, NIOC Pensacola
IT2 Jeremy Erickson, NCTAMSPAC
ET2 Jaime Etorma, NCTS Bahrain
CTM2 Jacob Evans, NIOC San Diego
YN1 Maurice Evans, USS JOHN C. STENNIS
(CVN 74)
SK2 Jerome Exum, NIOC San Diego
IT2 Quentin Fannin, NCTAMSPAC
IT2 Kristell Faustino, NCTAMSPAC
ET2 Ann Ferguson, NCTS Sicily
YN2 Deceglia Ferris, NETWARCOM
RP2 Richard Figueroa, 2nd Marine Aircraft Wing
IT2 Dagmara Flores, NCTAMSLANT
IT1 Edwin Flores, NCTAMSPAC
CTRC Kanai Fo, NCDOC Norfolk
ITC Cleavon Ford, NCMS Washington
CTT2 Zachery Friend, NIOC GA
IT1 Eugene Frye, NETWARCOM
IT3 Charles Fuller, NCTAMSLANT
CTM2 John Furey, NIOC HI
CTT2 Terrill Gallup, NIOC Yokosuka
IT2 Kevin Galmore, NIOC Norfolk
ET2 Anna Gambrill, NIOC San Diego
ITC Victoria Gates, NCTS San Diego
ET2 Erwin General, NCTAMSPAC
CTT1 Danielle Gent, NIOC CO
CTR2 Molly Geraci, NIOC GA
CTI1 Christopher Gilbertson, NIOC Texas
IT1 Reginald Glover, NCTS Bahrain
ET2 Wenecio Godfrey, NCTS Bahrain
YN2 Elecia Godwin, NIOC HI
CTR3 Brittany Gonzales, NIOC HI

IT1 Armando Gonzalez, NCTS Jacksonville
IT2 Emmanuel Gonzalez, NCMS Washington
IT2 Jorge Gonzalez, NCTAMSLANT Det Rota
IT1 Duane Goodman, NCTAMSLANT Det HR
IT2 Dwayne Gordon, NAVPHIBASE Little Creek
YN1 Nathan Gorka, NIOC GA
IT1 Aaron Goshay, NCTAMSPAC
IT1 David Gow, NCTS Bahrain
OS2 Kaprii Grady, NCTSI Det TWO Norfolk
CTM2 Alan Guseilo, NIOC HI
ET2 Douglas Guy, NCTS Naples
IT1 Raquel Hadley, NETWARCOM
IT1 Torteshia Hall, NCTS Bahrain
IT1 Steven Hammond, NCTAMSLANT Det HR
LT Timothy Hand, NCDOC Norfolk
CTTC Kendall Harris, COMSUBPAC
LT David Harrold, NR NIOC Devens
CTI2 Jessica Hart, NIOC GA
CTI2 Robert Hartman, NIOC GA
CTI2 Sierra Hartman, NIOC Bahrain
CTM2 Thomas Hays, NIOD Groton
IT1 Berkley Haywood, NCTAMSPAC
YN1 Eric Heimbach, NIOC Suitland
ET3 Richard Hendrickson, NCTS Bahrain
IT1 Joseph Henley, NCTAMSPAC
IT2 Jonathan Henrickson, NCTAMSLANT Det HR
IT2 William Henslee, TSCOMM Det Whidbey
Island
CTI1 Brandy Hensley, NIOC GA
ET1 Eric Hentley, NIOC Norfolk
ET3 Brett Hernandez, NCTAMSLANT Det Rota
IT1 Antonio Hill, NCTS Naples
IT2 Imelda Hill, NCTAMSLANT Det Souda Bay
CTI2 Tristan Hinkley, NIOC HI
ET2 Christian Holinsworth, NCTAMSPAC
IT2 Dwane Hollingsworth, NCTS Bahrain
IT1 Darryl Hopson, NCTS Bahrain
BM1 Maurice Horn, NCTS San Diego
ITC Martin Horton, NCTAMSPAC
IT3 Clifford Houston, NCTAMSPAC
CTR1 Marcus Houston, NIOC Bahrain
CTM3 Michael Howard, NIOC HI
OS1 Darius Howell, NCTSI Det TWO Norfolk
CTI1 Christopher Hudak, NIOC MD
LTJG Elyshia Hughes, NIOC GA
ET2 Jennifer Hunt, NCTS Sicily
IT1 Prezell Hutcherson, NCTS Guam
YN2 Kerri Ippolito, NIOC MD
CTI1 Jose Isales, NIOC Texas
CTN1 Tiffany Jackson, NIOC HI
CTR1 Cynthia Jacox, NIOC Suitland
CTN2 Julius Jeffreys, NIOC Norfolk
CTR2 Casey Johnson, NIOC San Diego
ET2 Eric Johnson, NCTAMSLANT Det HR
YN2 Joey Johnson, NIOC MD
CTR1 Kellie Johnson, NIOC HI
CTT1 Kevin Johnson, NIOC Norfolk
YN2 Melecia Johnson, NIOC MD
CTM1 Ronald Johnson, NIOD Groton
LT Shane Johnson, NIOC HI
CTR1 Israel Jones, NIOC Misawa
IT2 Marcus Jones, NCTS Sicily
ITC Thomas Jones, NCTAMSLANT Det Rota
IT2 Vanessa Jones, NCTS Bahrain
IT2 Robert Kantrowitz, NCDOC Norfolk
IT2 Amanda Keefe, NCTAMSLANT Det HR
IT3 Jonathan Kelly, NCTS Naples

CTI1 Jason Kelman, NIOC GA
IT1 Casey Kendall, NIOC GA
CTN2 Felicia Kennedy, NIOC Suitland
ITC Michael Kessler, NMCI Det San Diego
UT1 David Kila, NIOC HI
IT2 Amber Kitchens, TSCOMM Det Whidbey Island
CTI2 Andrew Knott, NIOC HI
YN2 Samuel Kolapo, NCTS Far East Yokosuka
ET2 Jonathon Kopp, NCTS Bahrain
CTN2 Mechelle Krecota, NIOC Norfolk
IT2 Joshua Kukelhan, NCTAMSPAC
IT2 Eugene Labasan, CMS A&A Team San Diego
IT2 Michael Lamb, NCTAMSPAC
ET1 Eric Lang, NCTAMSPAC
CTT1 Randy Lapo, NIOD Kaneohe Bay
CTR1 Keith Lashomb, NIOC Misawa
CTM2 Brandon Lassiter, USS ALBANY (SSN 753)
YN1 Loren Laub, NIOC Pensacola
ET2 Jody Lawson, NCTAMSLANT Det HR
IT1 Evelyn Lazaro, NCTAMSPAC
CTM1 Claudine Lee, NIOC MD
IT2 Lorann Lee, NCTS Bahrain
CTN1 Melinda Lee, NIOC Norfolk
CTM2 Nicole Lenk, NIOC Bahrain
IT1 Sean Lewis, NCTS Bahrain
IT1 Antonian Liddell, NIOC MD
LTJG Andrew Lingg, NIOC Misawa
CTR2 Arturo Livingston, NIOC Bahrain
CTI1 Ryan Lockner, NIOC GA
IT2 Corey Loftis, NCTS Bahrain
IT2 Scott Lohmar, NCTAMSPAC Det Puget Sound
YN3 Ricardo Lopezortiz, NIOC Norfolk
IT1 Marjorie Luttrell, NCTS Sicily
IT1 David Lyle, NCTS Sicily
CTM1 Lechele Mack, NIOC San Diego
CTR2 Jessica MacMillan, NIOC HI
YNC Jorge Maia, NIOC Bahrain
ET3 Jay Maltry, NCTS Bahrain
EN1 Bart Manzer, NCTS Sicily
CTN1 Tracy Mathews, NR NIOC Fort Worth
CTM2 Daniel McDonnell, NIOC HI
LT Anne McDonough, NIOC GA
IT1 Donald McEathron, NETWARCOM
ET3 Ryan McGinley, NCTS San Diego
CTTC Ronald McGinnis, NIOC Yokosuka
CTI2 George McLean, NIOC Bahrain
IT2 Christopher McNair, NCTS Naples
CTI1 Karlton Meadows, NIOC Bahrain
CTI1 Felix Medina, NIOC Bahrain
IT1 Osvaldo Melendez, NCMS Washington
CTR1 William Mellott, NIOC GA
IT1 Anthony Melton, NCTS Bahrain
CTI1 Shawn Meysenburg, NIOC MD
ET3 Susannah Middlebrooks, NCTS Bahrain
CE1 Jomar Miller, NCTS Bahrain
CTN1 Jason Mitchum, NIOC Pensacola
CTT2 Brian Mixon, NIOC HI
IT1 Melissa Mohammed, NCTS Bahrain
LT Angela Monheim, NAVSOC Point Mugu
IT1 Christopher Moore, NCTS Bahrain
IT2 Kimberly Moore, USS CARL VINSON (CVN 70)
IT2 Todd Moore, NCTS Sicily
CTN2 Leeanna Morales, NIOC Pensacola
IT2 Robert Morales, NCTS Bahrain
IT2 William Morales, NMCI Det San Diego
CTI2 Jorge MoralesNazario, NIOC Texas
IT1 Christine Moreland, NCTS Bahrain

CTT2 Ruben Moreno, NIOC San Diego
CTR1 Jeffrey Morenz, NIOC Suitland
CTR2 Christopher Morgan, NIOC HI
CTR2 Ian Morrison, NIOC HI
CE2 Jennifer Mosby, NIOC HI
IT1 Adriano Mota, NCTAMSLANT Det Guan-
tanamo Bay
CTN2 Jason Mueller, NCDOC Norfolk
IT3 Erica Mundo, NCTS Guam
CTT1 James Munlyn, NIOC Norfolk
IT2 Brandy Murrey, NCTAMSPAC
ET2 Nathan Murri, NCTAMSPAC Det Puget
Sound
ET1 Robert Navarra, NCTS Naples
LTJG Matthew Nealeigh, NIOC GA
CTR1 Jeremy Nerius, NIOC HI
OS2 Evangelina Newton, NCTSI Det ONE San
Diego
SK2 Phuong Nguyen, NCTS Bahrain
ETC Timothy Nordeen, NCTAMSPAC
IT1 Cesar Nunez, NMCI Det San Diego
CTT1 Padraic Odea, NIOD Brunswick
IT1 Raymond Odom, NCTS Sicily
LTJG Timothy O'Dowd, NIOC HI
ET2 Adebowale Ogundere, NCTS Bahrain
CTR1 Brian Oliver, NIOC San Diego
IT2 Davin Ortiz, NCTAMSLANT Det HR
SK2 Jacqueline Ortiz, NIOC HI
CTTC Thomas F. Owen, PRT Farah
IT1 Shawn Owens, NCTS San Diego
IT2 Monica Parker, NCTAMSLANT
IT2 Casey Partin, NCTS Bahrain
IT2 Jennifer Payeur, NCTAMSPAC
ET2 Adam Peters, NCTS Naples
LT Aaron Pickett, NIOC HI
IT1 Corey Pickett, NCTS Bahrain
CTI2 Erin Pingston, NIOC Bahrain
CTR1 Matthew Pistritto, NIOC Bahrain
IT2 Adam Poindexter, NCTAMSPAC
IT1 Margaret Pool, NCTS Sicily
CTT2 Bertha Portillo, NIOC San Diego
CE1 Michael Potter, NCTAMSLANT Det GTMO
CTM1 Abdul Pridgen, NR NIOC Ft Worth
LT Donald Probst, NIOC HI
CTT2 James Pulizzi, NIOC HI
IT2 Rusty Pyryt, NIOC MD
CTI1 Salah Qadadah, NIOC GA
IT1 Cathy Quay, NIOC MD
CTI2 Sarah Ramage, NIOC Texas
CTR1 Christopher Ramsey, NIOC HI
ET2 Cory Rea, NCTS Sicily
IT2 William Read, NIOC San Diego
CTNC Steven Reed, NIOC Suitland
ET2 Samuel Renfrow, NCTAMSPAC
IT1 John Renteria, NCTS Bahrain
CTM2 Rudy Resendez, NIOC HI
IT2 Roberto Reyes, NCTAMSLANT Det Rota
CTRC Gary Richard, NIOC Pensacola
IT1 Dedric Richardson, NCTAMSLANT Det Rota
IT1 Jason Rico, NIOC Misawa
CTI1 Jennifer Ringle, NIOC GA
CTN2 Janelle Rivers, NIOC Suitland
IT1 James Roach, NCTS Naples
LCDR Douglas Roberts, NCTS Sicily
CTT2 Reginald Roberts, NIOC GA
CTR1 Richard Robinson, NIOC MD
IT1 Danny Rodriguez, NCTAMSLANT Det HR

ET2 Genaro Rodriguez, NCTAMSLANT
CWO3 Darryl Rogers, NCDOC Norfolk
CTN2 Daniel Rohr, NIOC Norfolk
CTN2 Ryan Rolfe, NIOC Norfolk
CTM2 Michael Rom, NIOC Suitland
EMC Jerry Rosete, NCTS Bahrain
IT2 Michelle Ross, NCTS Sicily
ENS William Roth, NIOC HI
ET2 Louis Roulain, NCTAMSPAC
CTNC Neil Rubin, NIOC Texas
ITC Eric Rucker, NCDOC Norfolk
CTM3 Michael Ruggeri, NIOC HI
IT1 William Rush, NCTS Jax Det Key West
CTM1 Keith Russell, NIOC HI
CTI1 Valeria Rylander, NIOC MD
CTI1 Luis Salazar, NIOC Texas
IT2 Jacqueline Salters, NCTAMSLANT
CTT1 Richard Samek, NIOC Norfolk
IT2 Bradley Sapp, NCTAMSPAC
CTM1 Richard Schrimpf, NIOC San Diego
IT1 Kevin Scott, NCTS Bahrain
IT1 Steven Scott, NCTS Bahrain
IT2 Lacey Segrest, NCTS San Diego
CTM1 Tyson Sitz, NIOC MD
IT1 Richard Skees, NCMS Det Groton
IT1 Nickolas Slocum, NCTS Naples
YN2 Alisha Smith, NIOC Texas
CTI1 Amy Smith, NIOC GA
IT2 Matthew Smith, NCTAMSPAC
YN1 Albert Smokes, NIOC MD
IT2 James C. Spackman, NIOC MD
CTR1 Jared Spence, NIOC GA
IT2 Singthong Souravong, NCTAMSPAC
IT2 Demetria Spicer, NCTS Sicily
CTTC Richard Stadler, NIOC Norfolk
CTI2 Alicia Stafford, NIOC Bahrain
IT1 Frank Stanisz, NCTAMSLANT Det HR
HM2 Raymond Steele, NIOC HI
CTR2 Ryan Steele, NIOC Misawa
CTMC Chrystal Stein, NIOC San Diego
CTM1 Yesenia Steinhart, NCTAMSPAC
ET1 Dale Stiles, NCTAMSLANT
IT3 Justin Stokes, NCTSCU Det PAX River
CTRC Vincent Stokes, NIOC HI
IT2 Ryan Sullivan, NCTAMSPAC
CTI2 Jocelyn Swim, NIOC Texas
CTT2 Angelia Sykes, NIOC CO
CTT1 Earl Tapley, NIOC HI
CTR1 Anthony Taylor, NIOC GA
IT1 Carl Taylor, NAVSOC Point Mugu
YN1 Demetrius Taylor, NCTSI Det FIVE Yokosuka
OS2 Freddie Thomas, NCTSI Det FIVE Yokosuka
IT1 Bobby Thompson, NCTS San Diego
CTRSN Bobby Thompson, NAVSTA Pearl Harbor
EN1 Douglas Thompson, NIOC San Diego
CS1 Richard Thornton, NIOC Texas
IT2 Michael Tolbert, NMCI Det San Diego
LTJG Samuel Trassare, NIOC GA
CTM1 David Trattner, NIOD Groton
IT2 Jason Turner, NCTS Naples
CTRC Sandra Turner, NIOC HI
IT2 Brian Underwood, NIOC Yokosuka
CTI1 Atlee Urquhart, NIOC Texas
IT2 Anthony Valley, NCTS Bahrain
IT1 Kelly Van Almen, NAVSOC Point Mugu
IT3 Andrew Vargas, NCTSCU Det PAX River
IS1 James Vickers, NIOC San Diego

LT Brian Vidrine, NIOC Bahrain
IT2 Lisa Viers, NIOC MD
LTJG Nicholas Walker, NIOC Pensacola
YN3 Christopher Watson, NIOC Bahrain
IT1 Michelle Watson, NCTAMSLANT
CTI2 Joshua Weaver, NIOC GA
CTR1 Brett Werts, NIOC HI
IT1 Brandon Wheeler, NIOC GA
CTMC Joseph Whitaker, NR SPAWAR
IT2 Daniel White, NCTAMSPAC
IT2 Sarah White, NCTS Naples
CTI1 Layne Wick, NIOC GA
CTM1 John Wilcockson, NIOC Suitland
CTR2 Sean Wilkins, NIOC Misawa
ET1 Torrey Willet, NCTAMSPAC
ET2 David Willette, NCTS Bahrain
CTR1 Jennifer Williams, NIOC Bahrain
ET2 Caroline Wilson, NETWARCOM
IT1 Peter Wilson, NETWARCOM
CTRSN Steven Wilson, NIOC CO
CTI1 Alaina Wine, NIOC MD
CTI1 Eric Winiger, NIOC GA
MA2 Noah Winstead, NCTAMSPAC
IT1 Brian Wohlschlegel, NETWARCOM
IT2 Ademola Wood, NCTS Bahrain
CTM1 Keith Wood, NIOC San Diego
IT2 John Woodcock, NCTS Sicily
CTN1 Dennis Woosley, NIOC Pensacola
YN2 Erica Wright, NCTS Bahrain
IT2 Samantha Wright, NCTS Naples
CTICS Hayley Zeller, NIOC GA
LCDR Mary Zepeda, NIOC HI
IT2 Paul Zona, NCDOC Norfolk

MILITARY OUTSTANDING VOLUNTEER SERVICE MEDAL

IT2 Mark Corriveau, NIOC San Diego
IT1 Edwin Flores, NCTAMSPAC
IT1 Maurice Hopkins, NCDOC Norfolk
OSSN Cindy Hunter, NCTAMSLANT
IT2 Nicholas Monteiro, NCTS Guam
IT2 Rickey Parker, NCTS Guam
CTT1 Roric Ralph, NIOC GA
LCDR James Roth, NETWARCOM
IT2 Shannon Tomaszewski, NCTAMSPAC
ITC Carrie Tudor, NCTAMSPAC

MERITORIOUS CIVLIAN SERVICE AWARD

Charles Drakakis, NCTAMSLANT Det Souda Bay
Carmond Robbins, NETWARCOM

CIVILIAN LENGTH OF SERVICE AWARDS

Maria McDaniel, NCTAMSLANT Det Cutler – 40 Years
Shirley Johnson, NETWARCOM – 35 Years
Anna Tortora, NCTS Naples – 35 Years
Debra Albert, NCTAMSLANT – 30 Years
Susan Howell, NCTS Jacksonville – 30 Years
Michael Olearczyk, FSSC – 30 Years
Carmond Robbins, NETWARCOM – 30 Years
Joanna L. Abell, NNWC Ft Meade – 25 Years
Antonio Beatrice, NCTS Naples – 25 Years
Angelamaria Calabrese, NCTS Naples – 25 Years
Antonio Destefano, NCTS Naples – 25 Years
Janice Fitzpatrick, NCTS Jacksonville – 25 Years
Angela Hillard, NCTS Jacksonville – 20 Years
Marlinda Hodges, NETWARCOM– 25 Years
Walter Kraslawsky, NETWARCOM – 25 Years
Terry Rogers, NCTS Jacksonville – 25 Years
Ciro Crocifoglio, NCTS Naples – 25 Years
Evelyn Anderson, NCTS Jacksonville – 20 Years
Ronald Molinski, NCTAMSLANT Det Cutler – 20 Years
Kisha Parris, NETWARCOM– 20 Years
Sandra Showen, NETWARCOM – 20 Years
Christine Carobine, NETWARCOM– 15 Years
Martin Shoffner, NCTS Naples – 5 Years

Congratulations to ALL FY09 Chief Petty Officer Selectees who were pinned Navy Chiefs on September 16, 2008.

Wear your anchors with PRIDE & HONOR !
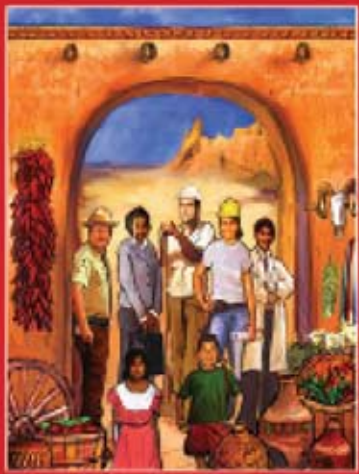
DIVERSITY
HISPANIC/NATIVE AMERICAN HISTORY MONTH

HISPANIC HERITAGE
Recognizing Latin American Service

Hispanic Heritage Month was established in 1988 by President Ronald Reagan, expanding the heritage week established in 1968. It began on Sept. 15; the anniversary of independence of five Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. Additionally, Mexico and Chile celebrate their own independence days on Sept. 16 and Sept. 18 respectively.

The Navy recognizes the service of more than 63,000 Hispanic Sailors and civilians who comprise approximately 11% of our active, Reserve and civilian forces. Prominent Hispanics in our Navy include:

• Hospitalman 2nd Class Luis Fonseca Jr. who received the Navy Cross for extraordinary heroism in the presence of great danger during Operation Iraqi Freedom on March 23, 2003.
• Master Chief Petty Officer of the Navy (SW/FMF) Joe R. Campa Jr., the first Hispanic MCPON.
• CDR Yvette Davids, currently in command of the USS Curts (FFG 38) and the first Hispanic woman to command a surface combatant and naval vessel at sea.
• Four Hispanic officers who currently hold Flag Officer rank: Rear Adm. Albert Garcia III, Rear Adm. Patrick Brady, Rear Adm. Samuel Perez Jr. and Rear Adm. William Rodriguez.

The Navy proudly joins the rest of the United States in the celebration of the contributions of Hispanics in the United States Navy and our country. Our Navy represents the strength of the nation's diversity. Diversity is understanding and valuing every person's different skills, talents and experience.

Hispanic Americans have fought in every U.S. war since the American Revolution. Forty-three of Hispanic origin earned the Medal of Honor, including 21 who sacrificed their lives. Latinos are the largest single ethnic group, in proportion to the number who served, to earn this prestigious award.

The U.S. Navy's Spanish language recruiting Web site is available at: www.elnavy.com.

HISPANIC HERITAGE MONTH

This observation started in 1968 as Hispanic Heritage Week under President Lyndon Johnson and was expanded by President Ronald Reagan in 1988 to cover a 30-day period starting on September 15 and ending on October 15. It was enacted into law on August 17, 1988 on the approval of Public Law 100-402. "September 15 was chosen as the starting point for the celebration because it is the anniversary of independence of five Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. In addition, Mexico and Chile celebrate their independence days on September 16 and September 18, respectively."

A recently published book titled "Hispanic Military Heroes " features a chapter about Hispanic servicewomen. This chapter begins with Loreta Janeta Velazquez during the U.S. Civil War. She was married to a confederate officer who died shortly after the war began. Velazquez decided to disguise herself as an officer to recruit soldiers for the South. She also led charges in several battles and spied for the confederacy. She was wounded during one fight which led to her incarceration.

AMERICAN INDIAN HERITAGE MONTH

"This year American Indian and Alaska Native Heritage Month will be observed from 1 November to 30 November. The theme for this year's celebration is "Honoring Warriors: Past and Present." This important observance began in the early 1900's, when the Boy Scouts of America set aside a day for the "First Americans." In 1990, President Bush approved a joint resolution designating November as National American Indian Heritage Month. Since 1994, the President has issued a similar proclamation each year recognizing November as National American Indian and Alaska Native Heritage Month. Historically, American Indian men and women have volunteered to fight in United States military campaigns at a per capita rate three times higher than non-Indians.
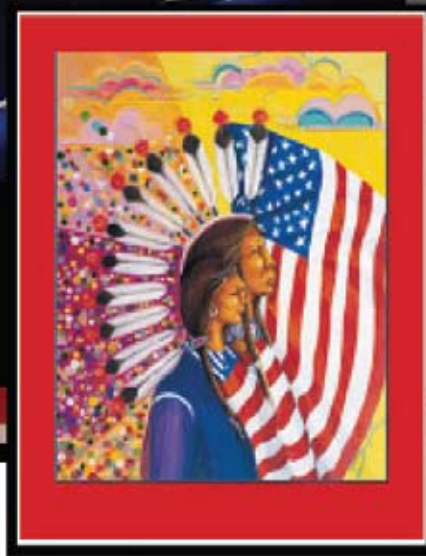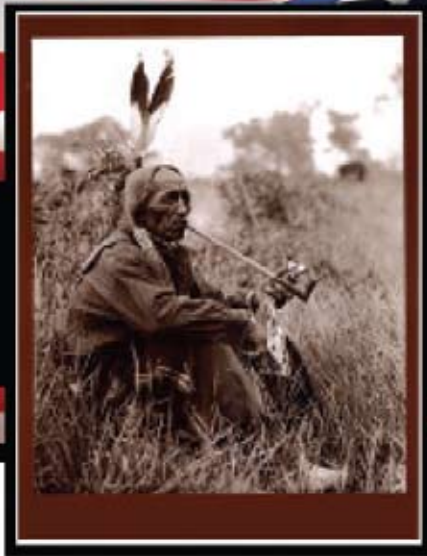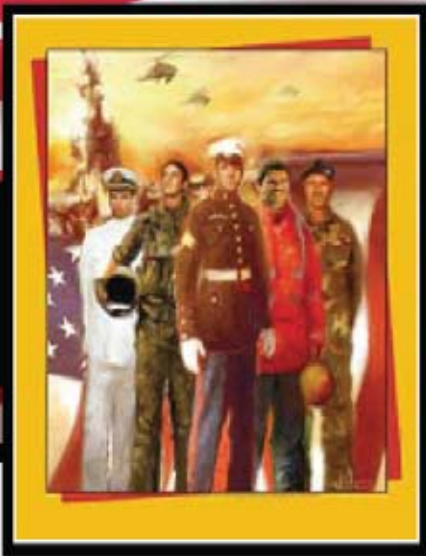
NAVAJO CODE TALKERS
Highlighting Native American Contributions

The Navajo code talkers took part in every assault the U.S. Marines conducted in the Pacific from 1942 to 1945. They served in all six Marine divisions, Marine Raider battalions and Marine parachute units, transmitting messages by telephone and radio in their native language -- a code that the Japanese never broke.

The Japanese, who were skilled code breakers, remained baffled by the Navajo language. The Japanese chief of intelligence, Lieutenant General Seizo Arisue, said that while they were able to decipher the codes used by the U.S. Army and Army Air Corps, they never cracked the code used by the Marines.

The Navajo code talkers even stymied a Navajo soldier taken prisoner at Bataan. (About 20 Navajos served in the U.S. Army in the Philippines.) The Navajo soldier, forced to listen to the jumbled words of talker transmissions, said to a code talker after the war, "I never figured out what you guys who got me into all that trouble were saying."

When a Navajo code talker received a message, what he heard was a string of seemingly unrelated Navajo words. The code talker first had to translate each Navajo word into its English equivalent. Then he used only the first letter of the English equivalent in spelling an English word.

Thus, the Navajo words "wol-la-chee" (ant), "be-la-sana" (apple) and "tse-nill" (axe) all stood for the letter "a." One way to say the word "Navy" in Navajo code would be "tsah (needle) wol-la-chee (ant) ah-keh-di- glini (victor) tsah-ah-dzoh (yucca)."

Upcoming Diversity Conferences
From CTAC(SW) Melinda L. Clark

CONFERENCE	LOCATION	DATES	WEBSITE
• MANA Las Primeras Gala	Washington, D.C.	2 Oct	www.hermana.org
• Hispanic Heritage Foundation (HHF) Gala	Washington, D.C.	9 Oct	www.hispanicheritage.org
• Hispanic Engineer National Achievements Award Corporation Conference	Houston, TX	9–12 Oct	www.henac.org
• National Women of Color (NWOC) in Technology Conference	Dallas, TX	23-25 Oct	www.womenofcolor.net
• Society Of Mexican American Engineers and Scientists (MAES) Symposium	Las Vegas, NV	23-25 Oct	www.maes-natl.org
• The Asian & Pacific Islander American Scholarship Fund (APIASF)	New York, NY	30 Oct	www.apiasf.org
• American Indian Science and Engineering Society (AISES) Conference	Anaheim, CA	30 Oct-1 Nov	www.aises.org
• Society of Women Engineers (SWE) Conference	Baltimore, MD	6-8 Nov	www.swe.org
• Society of Hispanic Professional Engineers (SHPE)	Phoenix, AZ	12-16 Nov	www.shpe.org

EDITOR'S NOTE: For more information on NETWARCOM's Diversity Program contact CTAC(SW) Melinda L. Clark at (757) 417-6751 x 8 or melinda.clark@navy.mil